

AWARE-LA Saturday Dialogue Workshop – White Supremacy Culture January 7, 2017

New Members please arrive at **12:45**
sharp.

Facilitators please arrive at **12:45**.

Facilitator Prep Time 12:45pm – 1:00pm

Select facilitators for each section.

New Member Orientation 12:45pm – 1:15pm

Welcome to the space and introduction of AWARE-LA organizational model.

All Members please arrive at **1:00pm**

Welcome and All-Group Check-In 1:15pm – 1:30pm Welcome to Saturday Dialogue.

Check in: share your name, your personal gender pronouns (PGPs), and anything else you'd like to share about yourself which could include anything you need in order to fully participate in the dialogue today.

Read Communication Guidelines.

We'd like to go around the circle and ask everyone to say **IN ONLY ONE SENTENCE** what they've been

thinking about in terms of race this month.

White Supremacy Culture 1:40pm – 2:10pm

Group will be divided in half. One half inside (Station 1) will view a short video and powerpoint describing white privilege. The other half outside (Station 2) will reading the handout on White Supremacy Culture – copies provided or bring you copy from the invitation email – reading can be silent or out loud – taking turns reading sections. Groups will switch stations and repeat the process above.

Gather together and divide into 4-5 groups for discussion.

2:10pm – 2:42pm Large group popcorn share outs

Snack/Break 2:45pm – 2:55pm

(Take some time to stretch and move your body.)

Personal Solidarity/Snack 2:55pm – 3:25pm

Groups of three have 10 minutes each for sharing/strategizing/active listening on personal/interpersonal issues around race & racism. Ask for timekeeper to make sure each person has 10 minutes. Make time for feedback if desired.

Announcements & Volunteers 3:30pm – 3:45pm

Workshop Announcements

Community Announcements

Pass-the-Hat & Check-Out 3:45pm – 4:00pm

Pass the hat for AWARE-LA donations. Share 1 plus, 1 change, OR 1 insight from today.

Volunteer Dialogue

4:15pm

FACILITATOR SCRIPTS:

Stations

Total time: 30 minutes (Start at 1:40, Switch at 1:55, End at 2:10)

Station 1 (White Privilege) script: Jason

Say: We want to start by establishing a basic understanding of what white privilege looks like in daily life. We're going to look at a few examples pulled from the work of a few key thinkers on White Privilege, including Peggy McIntosh, Paul Kivel and Tim Wise.

- ☐ We realize that multiple identities, such as our gender, religion, sexual orientation, etc., play a role in how we experience white privilege and we are going to spend a good deal of time talking about that tomorrow
- ☐ It's important to recognize that awareness of white privilege is a fluctuating and changing dynamic – we can become increasingly aware of it by learning, dialoguing and paying closer attention.
- ☐ **Say:** We start with a short video. (Play video then continue with other slides on PPT commenting and explaining.)

Station 2 (White Supremacist Culture) script:

Say: White privilege is not only about the material advantages or opportunities we are given unfairly as a result of having white skin. It is also about the internalization of a sense of superiority, as subtle as that may be, and socialization to Dominant White Culture. We might – and probably do – see these as just normal ways of being in the world. These behaviors can be problematic, however, when they serve as norms and standards imposed without collective agreement among those involved.

We have an article that we have found helpful in identifying the characteristics expected of people in Dominant White Supremacy Culture. We invite you to break up into small groups and share the reading of this article or to read it silently by yourself or in a group.

GATHER WHOLE GROUP

Break into 4-5 groups by counting off. These groups will find separate spaces to meet to process and discuss, each led by a facilitator or facilitation pair.

Facilitators:

- We needed 5 groups on this day.

In groups: (privilege discussion first then White Supremacy Culture discussion)

I. Questions for personal reflection: 5 minutes

Say: We have some questions that we would like you to think about for several minutes. If you want to jot down some notes that is fine, you do not have to. Here are the questions:

(Questions on cards – set 1, White Privilege side)

1. Do you remember a time when you realized that you have privileges because of your white skin?
2. Do you remember a time when someone was hurt as a result of your white privilege?
3. Do you remember a time when someone challenged you about your white privilege?
4. Was there a time when you consciously used or took advantage of your white skin privilege?

II. Then ask group to break up into groups of 3-4 to share their reflections. 5-10 minutes

III. Still in groups of 3-4: Get the attention of your group. 5-7 minutes

Say: Please look at the second set of questions on the White Privilege side of your cards.

Please go around and each person briefly answer **ONE** of the questions with others remaining

silent, without responding. Once they have all shared, invite open discussion until they are asked to return to larger group.

1. How does it feel to acknowledge your privilege?
2. How often do you think about white privilege and how it plays a role in your life?
3. What about this issue has not yet been said?

(Questions on cards – set 2, White Privilege side)

IV. Bring small groups back together as one group. 5-7 minutes

Say: Now we are going to discuss the article that we all read on White Supremacy Culture. There are questions on the other side of your cards – side marked White Supremacy Culture. Please think for a moment about the first question. (Pause) Has everyone selected one of the behaviors?

Turn to a partner and discuss the following questions.

1. Which of these behaviors do you see yourself enacting most? Pick the one that evokes the strongest reaction/emotion.
2. When do you see yourself doing this?
3. Who or what has taught you to use this behavior?
4. What is, or might be, the impact on people of color when this happens?
5. How does this make you feel?

V. Bring you group back together. Discuss the following questions: 5-10 minutes

- What was useful about this exploration?
- How has it expanded our understanding and awareness of white privilege?
- What continues to feel challenging or difficult about looking at these behaviors or this way of framing white privilege?

Facilitator Notes:

- ☐ If a participant questions whether these behaviors are inherently wrong, validate the question and remind the participant that the trouble is when these behaviors are used to pass judgment on others as though this is the correct, appropriate, and normal behavior.
- ☐ If a participant brings up intersectionality or how other identities may play a stronger role, offer that there can be a "both/and" such that even if other factors are at play, racism/privilege might still be an underlying contributor to the situation.

End at 2:45