

WHITE SUPREMACY CULTURE

Worksheet

What can you personally do to make a change, or pivot, from the left column to the right column? What can your organization do?

"NORM" of White Supremacy Culture	PIVOT	SOMETHING DIFFERENT
<p>Either/or Thinking Believing people are racist or not racist, good or bad. Seeing incidents of inequity as isolated events</p>		<p>Systems Thinking Understanding context and intersectionality. Seeing patterns. Holding contradictory thoughts and feelings simultaneously.</p>
<p>Paternalism No consultation or transparency in decision making. Taking over campaigns, mediating and facilitating others</p>		<p>Partnership Decision making is clear. Affected parties are consulted. Evaluations include staff at all levels. Leadership of frontline communities is respected.</p>
<p>Competition Taking unearned credit for wins. Coopting local organizing efforts, or the work of other staff. treating core campaign issues as more important than issues that other people are working on</p>		<p>Collaboration Taking time to build relationships based on trust. Focus is on "building a bigger pie" instead of fighting over a slice. Mutual support and promotion of each other's' campaigns and issues.</p>
<p>Power Hoarding Ideas from below are treated as a threat, information and decision making is confidential. Holding on to resources</p>		<p>Power Sharing Ideas at all levels are valued for the positional expertise they represent, ideas from others are requested and space is made for them to be heard. Budgets are made available for viewing, providing input on, and resources are shared equitably and appropriately.</p>
<p>Individualism Focus is on single charismatic leaders, Working in isolation, from each other and from other organizations</p>		<p>Community Working together, working from a movement lens. Understanding that to change everything it takes everyone. Understanding interdependence of all social struggles.</p>
<p>Fear of Open Conflict, Right to comfort. Politeness is valued over honesty. White fragility goes unchecked. Those who cause discomfort are scapegoated.</p>		<p>Direct and constructive feedback/ Growth and Learning Peers call each other in and continuously learn from each other.</p>
<p>Priorities and Timelines perpetuate White Supremacy Culture Sense of urgency for funder-driven deliverables, but not for community building or equity work implementation</p>		<p>Priorities and Timelines set for sustainability and equity People have space for what comes up that is important to address in the moment</p>
<p>Comprehensiveness</p>		<p>Clarity & Alignment for Action</p>

<p>Continual research and writing that leads nowhere. Creating multiple reports, groups, committees that are working in isolation and don't build on each other's work. Vision, values and goals that no one can remember nor easily refer to in a meeting</p>		<p>Simple, memorable and repeatable shared vision, values and goals.</p>
<p>Transactional Relationships Detached "professional" communication, for the purpose of completing a transaction.</p>		<p>Transformational Relationships Building relationships internally and externally that are based on trust, understanding and shared commitments</p>
<p>Transactional Goals Transactional deliverables / quantifiable are ranked above meaningful engagement or qualitative goals. Rushing to achieve numbers.</p>		<p>Transformational Goals Working towards meaningful engagement with depth, quality; using qualitative goals in addition to whatever deliverables a foundation is asking for. The timeline for the deliverables includes enough time for quality.</p>
<p>Defensiveness Nowhere to air grievances. Focus placed on protecting power instead of addressing harms, naming intention instead of acknowledging impact</p>		<p>Vulnerability Give and receive feedback non-defensively, have a clear structure to hear and address grievances. Skills are supported in being both self-critical and self-loving</p>
<p>Over-working as unstated norm Encouraging people to work through weekends and into the night (directly or passively by setting up work plans that are unachievable in a 40 hr week) - ignoring how Black and Brown people have been historically and systemically requested to take on physically taxing work by white bosses.</p>		<p>Self Care/ Community Care Actively encouraging a culture of self-care and community care - in which people care about each other's physical and emotional wellbeing, support time boundaries and are considerate of time zone difficulties, parental needs, personal health issues etc. Work plans include 20% of unscheduled time to enable space for the inevitable unpredictable tasks that emerge.</p>
<p>Perfectionism Mistakes are seen as personal, reflect badly on the person - the person is seen as a mistake. Little time for learning</p>		<p>Appreciation Mistakes are valued as opportunities for learning. People verbally show their appreciation for one another</p>
<p>Skeptical management As new hires slowly learn their job, it is subtly or directly communicated that they "must prove themselves", setting them up to hide mistakes or face discipline.</p>		<p>Supportive management As new hires slowly learn their job they are supported, given freedom to make mistakes and learn from them.</p>
<p>Equity washing Signing on to big lofty values, but not enacting them. Hiring POC but not supporting a culture shift to retain them, focusing on inclusion internally while the field work perpetuates inequities</p>		<p>Real equity Focus on all dimensions of the organization</p>
<p>Official title outweighs experience Regardless of someone's broad skill and</p>		<p>Holistic view of people People's experience and skills are understood to</p>

experience base, they are treated as though they only know how to do what is in their job description, and their ideas are valued based on organizational rank. When offering to do more or different, are told to “stay in their lane”

likely expand beyond what they have been hired to do, and opportunities to contribute more of who they are, are offered.

Adapted by Partners for Collaborative Change based on “White Supremacy Culture” By Tema Okun and Kenneth Jones, for large, majority white environmental organizations, using interviews with staff and partners of these organizations. Introduction by Juanita Brown and Marc Mascarenhas-Swan