

# SHARED COMMUNAL CONTRACT

- To POC: Thank you for being here. You've carried a lot of pain and responsibility for far too long, including being asked to educate white people about the white supremacy that benefits us and harms you. Today, feel free to sit back; be a witness or participate in whatever way feels best for you...we welcome your thoughts, but you do not have to do anything... if listening to white process becomes triggering do what you need to take care of yourselves
- This event is to assist white people in beginning the lifelong & developmental process of anti-racist practice
- Exploring anti-racism & allyship requires curiosity, honesty, vulnerability & self soothing intense discomfort
- Guilt, shame, anger, derailing, white fragility, are defenses against exploring racism and anti-racism
- Notice your breathing, thoughts, feelings and reactions and tune into your body
- Assume good will, share the floor, speak from your own experience & avoid generalizations
- Please be aware that this group is composed of intersecting identities, experiences there is no monolithic culture

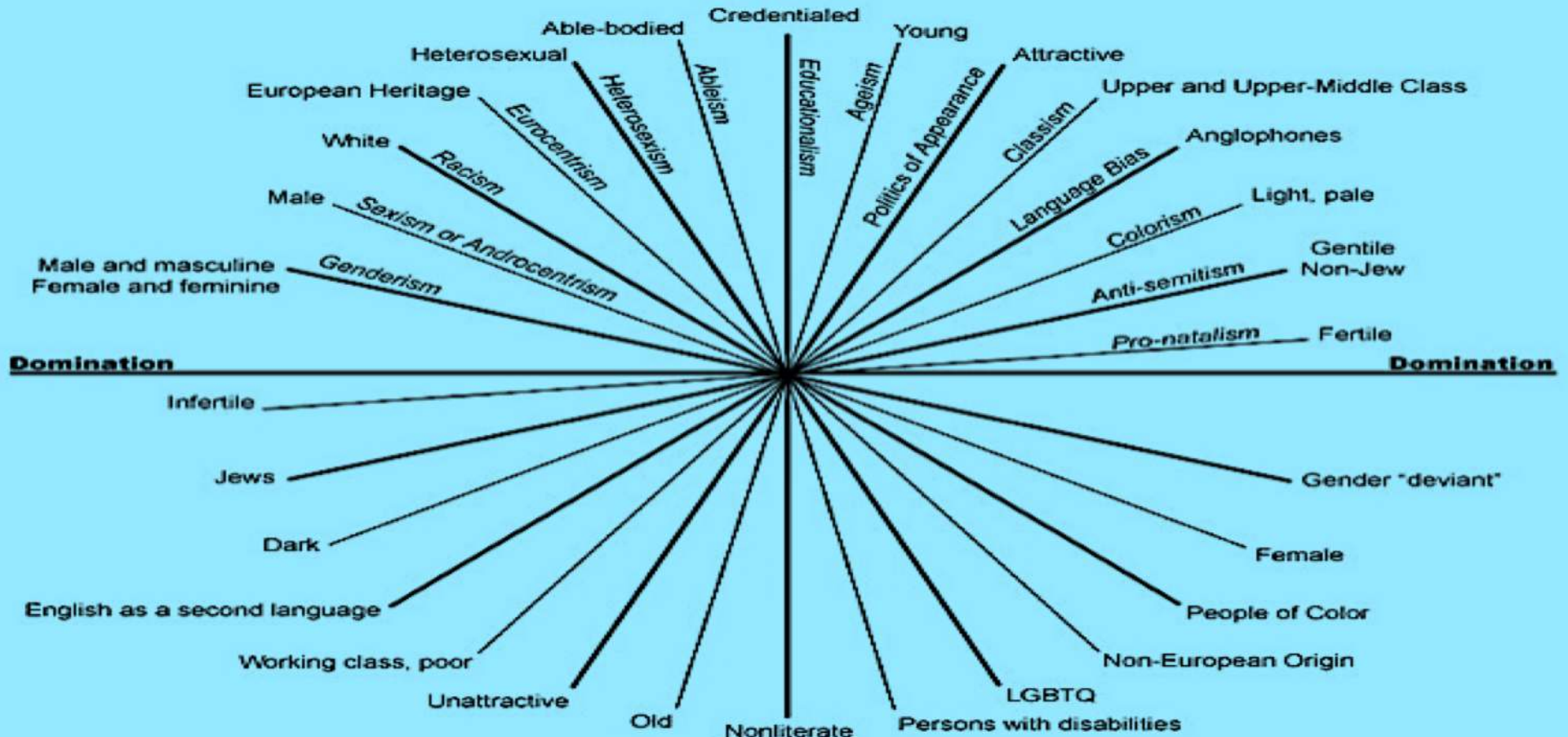
# HOW WE LEARN & PRACTICE RACISM

*Identifying points of entry in exploring anti-racist practice*

- Racist beliefs, policy and practice are taught, internalized & enforced via *micro, mezzo & macro* levels of society.
- **MICRO:** Levels of racist policy: how we are introduced to racist beliefs;
  - ❑ Interpersonal: resources, language, family, friends, neighbors, religion, politics, absence, media, jokes, silence, resources
- **MEZZO:** Levels of racist policy: how white people are indoctrinated into racist beliefs;
  - ❑ Community: Neighborhoods, resources, mis-education, businesses, police, health care, courts, holidays, state/local gov,
- **MACRO:** Levels of racist policy: how white people reinforce and support racist policies;
  - ❑ National: Erased history, national mythologies, laws, policies, holidays, agencies, economics, media, international policy & war.
- White people must confront, interrogate & challenge the damage of race as an aspect of anti-racist practice.
- All forms of oppression are interconnected & reinforcing: **Today we will focus on whiteness & anti-racism.**

# IDENTIFYING IDENTITIES

*Exploring intersections of identity, oppression and whiteness*



# ALLYSHIP DEFINITIONS

- Ally is not a noun. It isn't a label, or something to claim. Instead, you are an ally when you take action, make a stand, or do something to make a difference by standing up against oppression and marginalization. You become an ally when someone else recognizes you as one.

- The Blackburn center, 2019

- A white ally acknowledges the limits of her/his/their knowledge about other people's experiences but doesn't use that as a reason not to think and/or act. A white ally does not remain silent but confronts racism as it comes up daily, but also seeks to deconstruct it institutionally and live in a way that challenges systemic oppression, at the risk of experiencing some of that oppression. Being a white ally entails building relationships with both people of color, and also with white people in order to challenge them in their thinking about race. White allies don't have it all figured out, but are deeply committed to non-complacency.

- The Dismantle Collective, 2019



# HOW TO BE AN ALLY

*This list is specifically geared towards white clinicians*

- Take on the struggle as a personal issue; an injustice against one is an injustice against all
- Know the racist history of our field: This allows us to begin developing more inclusive & representative practices
- Speak up and challenge racism; even when you are uncomfortable - silence is violence
- Work to transfer the benefits of your privilege to those who lack it – give time, resources, services.
- Acknowledge that while you may feel discomfort, pain, anger, sadness, etc., The conversation is not about you.
- Don't assume you can speak to the struggles and lived experiences of others; there are no monolithic communities
- in anti-racist practice even when the headlines fade
- Take nothing personally; some may not trust your intent, there are historical reasons for this, allyship is a big picture goal
- Be prepared to make mistakes; when you do, own them, de-center yourself, apologize & recognize this work is life long
- Educating yourself is central: read, listen to pod casts, attend trainings & workshops on anti-racist practice.
- Locate white affinity groups that can support you in your struggles, frustrations, learning and healing