

Working to get Woke

**White-Ally Development in Racial Justice Work on a College
Campus**

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Objectives

- Identify ways in which White professionals perpetuate oppression and institutional racism on campus
- Identify barriers that prevent White professionals from actively engaging in racial justice work
- Identify strategies for White professionals to engage intentionally as White Allies in racial justice work

Before we start...

Why are we doing this?

Who are we?

Our agreements

New iMessage

Cancel

To: [Monika](#),



'meeting' . Let me look at my schedule now.

Wed, Jan 31, 3:34 PM



Delivered



iMessage



Hopes and Fears

Internal and External Barriers

What is our context?

White Supremacy Culture

- What is supremacy culture?
 - Supremacy or Dominance?
- Used as norms or standards and promote white supremacy thinking
- Point out how organizations unconsciously utilize these characteristics
- Forced assimilation for success
- Naming context is important
- Diversity and Inclusion?

*Work of Daniel Buford as cited by Tema Okun

Common Racist Behaviors & Attitudes of Whites

**Check items you have done at this conference or this past month
(work/personal life)**

In small groups:

1st person: share the # of the item, read it to the group and share a BRIEF example

2nd person: First must “**relate in**” and somehow connect with the previous person BEFORE sharing a different item and a brief example

Next person relates in, then add another item, etc.

Discussion

- How are you feeling after the exercise?
- When you decide to engage in anti-racist work:
 - What do you gain?
 - What do you give up/lose?
- What barriers/challenges in this work exist for you? (both internal/external)
- What fuels your passion for this work?

Strategies/Next Steps

- Where will you take risks?
- How will you hold yourself accountable?
- How will you integrate support resources for yourself?

Book Recommendations

- Why are all the Black kids sitting together in the cafeteria? (Beverly Tatum)
- Women, Race, and Class (Angela Davis)
- Pedagogy of the Oppressed (Paulo Freire)
- Waking up White (Debbie Irving)
- White Fragility: Why it's difficult for white people to talk about race (Robin DiAngelo)
- Habits of Whiteness (Terrance MacMullan)
- But I'm Not Racist (Kathy Obear)

“Our lives begin to end the day we become silent about things that matter.”

Martin Luther King, Jr.