

RESOURCES

To Folder: bit.ly/prework2024

For Archived Replays in 2022-2023 Trainings: bit.ly/aclumd2022

ARTICLE: (divorcing) White Supremacy Culture, Tema Okun & dRworks

<https://www.whitesupremacyculture.info/> - an updated, contextualized and actively updated resource intended to flesh out and disrupt the misapplication of the popular article circulated circa 1999.

ARTICLE: How to Conduct a Power Analysis:

https://commonslibrary.org/a-guide-to-power-analysis-in-community-organising/#Power_Analysis_Templates

To Be Reviewed:

Alternate management agendas: one week- department updates; next week - administrative issues.

Collective Agreements 2.13.2023

- Presume we all see staff members as multi-dimensional people. (Look at all people without judgment, including both staff and management.)
- Presume we are all moving toward ARAO-centered approaches to challenges. Even if we haven't yet done them or found them.
- We're in a new normal with somewhat accelerationist tendencies and a couple of collective years of crisis. And this new normal will involve us reminding ourselves of how crucial our work is, but that it is not the end all and be all, and we cannot take on everything.
- We will either troubleshoot the incidents presented in this collective space OR share reflections with a person that were surfaced here (ask if it's okay to meet 1:1 outside of space).
- We will ask and/or express if we are seeking someone to listen OR offer solutions
- We engage fully, honestly, and give each other grace. Give each other the benefit of the doubt that we are being genuine with what we are bringing to the group.
- What is said here, stays here. What is learned here, can leave here.

- Imagine the best and the worst case scenario when talking about challenges our team members are facing.
- Empathy 1st.
- Challenge assumptions: Remember what's easy for one isn't easy for another.
- Remember that some of what's on staff's plate is beyond our control, like the union work.
- Question any sense of urgency and actively question ourselves in developing mandates, restrictions, and accountability measures.
- On the path to becoming the very best manager of all time, honor yourself and your colleagues in committing to share kind, well-thought, & direct feedback for growth.
- Expand thinking. Make space for SPACE. Ask for clarity on the path to cease assumptions.

[*To Be Revisited: We must acknowledge director-level responsibility to sustain the organization as an additional factor within our ARAO commitments and centering the humanity of our team.]

Shifting Paradigms, Policies and Practice

Prompt #1

Management Training #1

According to the text, The Revolution Will Not be Funded (44:23), the non-profit sector has historically been assessed using White Values to define success.

To what extent does the white value system (see 54:43) impact how your team defines success organizationally? How does this impact the wellness of you personally and your team?

Prompt #2

Management Training #1 54:13

Coloniality in the nonprofit sector

We are all doing the work of interrupting white supremacy culture. What characteristic of white supremacy culture do you feel needs additional attention in your team or organization? Why?

Operationalize Spaciousness

All characteristics needs to be interrupted "allum" - Gina

Informal flows of white supremacy

It's always an emergency

"We will never have spaciousness if we are always moving urgently"

- Perfectionism

- Sense of Urgency
- Defensiveness
- Quantity of Quality
- Worship of Written Word
- Paternalism
- Either/or thinking
- Power hoarding/ individualism
- Progress, is Bigger

Helpful to Highlight when we shift from moving in urgency

Huge disconnect between belief and activity

How do we operationalize our values?

Prompt #3

Management Training #2 Internalized Dominance/Supremacy

Definition: 24:51

What does it look like: 48:21 (and check out the handout)

To what extent do you feel that your team has developed the kind of relationship to call in whiteness in leadership or spaces where harm has been caused? (Personally or Collectively)

Prompt #4

Management Training #2 Injected Oppression

Definition: 49:20

What does it look like: 58:26

On a scale of 1-5 (1 being not at all prepared, 5 being superbly prepared), how prepared do you feel that you and your team are able to engage with the BIPOC you supervise in a way that supports the healing of/ or prevents the perpetuation of injected oppression?

What led you to select that rating? What discomfort, or questions come up as you contemplate this question?

If you are a BIPOC individual, how does the concept of injected oppression land with you personally?

- Difficulty in addressing whiteness
- Not Superbly prepared (2.5 and 3 rating of self)

*Feeling overwhelmed
Anxiety*

Ring the alarm falls on us--- the weight of having the eyes to see— navigating weight of

Necessary— unfolding— feels graceful and gentle— reinforcing all the spaces— Gina

*Disconnected from the work— Sergio— how to get more concrete, while affirming what we
believe— impact*

*Protect team – Yanet is on the front line— closeness to the line. Worst of the incoming, last of
the incoming support (grunt— the policy team— in the physical face of white supremacy . Yanet
in meetings w/ “Advocates” – How do I as a leader of this organization? support*