

Accountability comes out of relationships, where I am clear on who is providing leadership – through work to support people of color leadership.

Doing what I say I am going to do (When I say I am going to do it).

When wanting to support a people of color led action / organizing, educate myself on who is leadership, communicate / check in on what is wanted from me/ us, follow through

When have succeeded in bringing more white folks out to people of color events, more requests come in.

We have to actively create relationships and accountability – it doesn't just fall into our laps.

White folks need to hold each other accountable, developing deep relationships so as we hold each other accountable is from the heart.

Even as you are checking in and following through, we still will make mistakes. Not take it as an attack. Sit with mistakes.

Accountability means being honest expressing disagreement respectfully, being committed to developing deep relationships and integrity.

Accountable relationships (explicitly asking for feedback & input, rather than just stating personal statuses) leading to planning/implementation of formal organization (& not vice versa)

Be willing to take time (4 years!!!)

Concrete internal work (with ourselves & other whites)

Explicit mission to support communities of color.

One-on-one learning relationships.

Clearly defining our personal responsibility to people closest to us (partner/kids)

WHAT IT LOOKS LIKE – EXAMPLES

White women's group challenged by women of color and asked to explain what they were doing.

Let go of agenda when challenged.

Rockefeller Drug Law

Women/mother's of color challenging white people to do something.

Accountability Council

Activists of color and organizers of color and white anti-racism activists.

Evaluations for opportunity to receive feedback.

Advisory Council to Catalyst (a small white-antiracist collective)

White and POC

Relationships biggest part of it

Hang out, get to know each other

Trust

Sharing resources and sustaining community in face of hard times.

Being there concretely sharing resources across class and race privilege.

Transparency

Conversations

Decision-making

Accountability to certain POC with particular politics.

Open sharing of resources and information.

Uneven attention (Angry White Men's ballot initiative work)

Compensation – of one form or another

Value to me /group/

Feel valued & compensated (not taken for granted)

Least amount of damage

Not taking up leadership, materially support

Do the work

Leadership of Color – Structure

Informal based (check in)

Specific direction

Type of work

Co-collaborators

Support and solidarity

Veto Power Circuit Breaker

Leadership

Internal work

Do the work to accomplish those things

Actual work