

SYNTHESIZED NOTES FROM WAS III 4-21-7

(Initial activity- identify Concerns/Challenges and Opportunities for building a white anti racist movement):

(Numbers represent how many stickers were placed on that concern/challenge)

- 17 - People will be afraid to give up what they have (privileges) to fully participate in the movement
- Not knowing history
- 15 - Sustainability, related to what structure to sustain it? Centralized? Decentralized?
- 13 - Reproducing male dominance and other forms of oppression as we organize against racism
- 12- Different geographical regions may have very different issues/problems – how to find unity?
- 11 - Different places of where people/groups are and how to move together towards a collective goal.
- 11 -How do we work in solidarity and alliance w/ movement and communities led by POC?
- 9 - Getting the media to represent the movement accurately
- 8 - Confusion re: “accountability” paralyzing and silencing the voices/contributions/ideas of White folks.
- 7 -White folks beating up on and being righteous with one another.
- 5 - Accountability, formal or informal?
- 4 - Effective communication, logistics, time, energy, inclusiveness
- 4 - Wedge issues (GLBTQ, productive rights, isms....)
- 3 - Working across class barriers
- 3 - Need for a high level strategy that involves an agreed upon end state and key interim milestones, along with plan for who might Accomplish it and how it would be resourced.
- 3 - Whites considering selves “experts”
- 3 - Rural/urban geographic challenges
- 3 - Internalized racial superiority
- 3 - Competitiveness
- 3 - Failure to address identity and its roots
- 3 - Negativity of the people we work with
- 2 - Unresolved pain and anger being acted out and being divisive.
- 2 - White superiority/competition getting in the way
- 2 - Investing in White leadership within a context (in the radical left) of this being looked down upon with disdain
- 2 - White people defining selves as “allies” (maybe ally should be verb, rather than noun, defined through action and effect but not a static, self defined label)
- 2 - Can a large group of Whites be trusted to do anything – esp. eliminate their (our) own privilege?
- 2- Competition between groups/ turf issues re: concepts/models
- 2- I don't want to be in a White movement. There are incredible social movements today that are changing the world and they are multi-racial, interracial, cross class, etc.
- 2 -Potential failure to integrate and fully engage with a diversity of other movements
- 1 - Opposition from White hate/supremacist groups – how to respond effectively.
- 1 - Long-term commitment
- 1 - Not practicing following leadership of POC persons affected by the specific issue.
- 1 -There is only “one way”
- 1 -Hierarchies around our oppressions
- There exists a network of committed people – needs to go broader. Making the case for self interest.
- White ignorance and defensiveness
- White activist burnout culture
- Question of self-interest for White folks (spiritual, emotional, and physical interests)
- Institutionalization of activist movement and culture
- I'm afraid something (new oppression) will be amplified ie, someone always wants to be on top.

Opportunities:

- 3 - Enact/push for systemic social change
- 3 - Healing
- 1 - Working in solidarity and alliance with communities of color
- 1 -Shifting from an individual paradigm to a collective one
- 1 -More authentic relationships with Whites and POC's
- 1 - Spiritual Awakenings
- 1 - Sustainability of the earth and her people, vision of survival
- 1 - More multi-racial groups and families forming, giving WP more investment in undoing racism
- 1 - Creating radical systemic change, radical White community building a strong anti-racist voice of opposition.
- 1 - Engage/pressure mainstream White society to face realities of race/racism/White supremacy
- 1 - Learn from each other. Feel community on a national scale. Empowering!

- 1 - Transforming institutions that are White
- Media access
- Accountability
- Opportunity to deepen relationships
- A lot of energy to harness – White folk are engaged on issues like immigration. Transform or shift the flow.
- Core of good people exists
- Using existing relationships (friends, family, work, neighborhood) as basis for organizing Whites
- More White people see their role/belonging to movement for social change (entry points)
- Fewer Whites benefiting from the racist capitalist economic system – this may help consciousness
- Collective White anti-racist voice in opposition to racism to counter the dominant White voice in the US
- Get past White training to work in isolation and competition with each other
- White people are hungry for change'
- Reclaiming humanity/compassion
- Recovering from institutionalized dehumanization
- Change based on a real/active doing of the things promised (talked about) (intention) especially in economics (how \$ is spent/equalized)
- Leverage class privilege to fund organized Whites.

BREAK OUT GROUP DISC. ON BUILDING A WHITE ANTI RACIST MOVEMENT

MOVEMENT BUILDING Small Groups: Questions and Considerations

- What is the appropriate role for a white anti-racist group in process of awareness to action?
- How do we spread resources and not focus only on our white groups?
- How do we not shut ourselves down before start? (courage and faith)
- How do we build the capacity of grassroots organizations (locally before nationally?)
- We need to be trained on how to organize
- How do we include multiple political leanings in the movement?
- How do we struggle and define white people's relationship with each other?
- How do we keep working on ourselves (identity) as we participate in action?
- Where do we take our "untrainings"?
- How do we move for systematic change
- What do we want to organize around? (systemic change)
- Collective capacity building → need to share experiences while also working together on projects
- How can we give ourselves a little credit?
- What is the history of white anti-racist "movements"?
- If there is no individual voice, how can we have a collective voice (where were white anti-racist women in response to Don Imus? Where is white anti-racist action?)
- What is our capacity now? How are we already connected? Are we already connected?
- Regional differences in racism and white supremacy dictate that we should stick with a national network – not mass action
- Bring issues around racism into the white community
- Get white organizations to see themselves as white anti-racists
- We can't talk about movement without talking about organizing (anti-racists) (need to know why they are doing it)
- White people get lost in task-orientation and structure (anti-strategy)

BREAK OUT GROUPS BY SECTOR LOOKING AT QUESTION OF CAPACITY BUILDING

UNIVERSITY/COLLEGE/ACADEMY

What is needed to build capacity?

- Prime location for exposure/discourse/action to movement/ideas
- Research happening on campuses that could be applicable/useful to the movement
- Movement can shape the priorities of how universities are serving the people (i.e. student admissions)
- National organizations or movements organizing at universities

Barriers and Challenges

- Legal barrier to endorsing certain political agendas
- Universities can claim that they are already serving others
- Transient populations

New avenues that could result

- National resources for locales
- University may reflect specific issues that will be national someday or highlight specific issues (i.e. CA Prop 209)
- Overwhelmingly younger populations w/fewer social/familial commitments
- New recruits

NON-PROFITS

What is needed to build capacity?

- Funding from diverse, grassroots sources
- Greater exposure to anti-racists outside the organization
- Ongoing commitment to education of self/others (i.e.. history, organizing strategies)
- Become loving critics of ourselves and institutions by doing formal evaluation and assessment
- Transparency
- Maximize resources of existing wisdom
- Inventory of best practices/knowledge/models
- Clear system of accountability
- Community-building time

Barriers and Challenges

- Limitations of the non-profits' (industrial complex) structure; dependency on funders
- Legal requirements re: how decisions are made, etc (board complexities, not collective decision-making)
- Gap between consciousness raising (not enough) and commitment to action; lack a continuum for people to take action

New avenues that could result

A network: allow shared resources → solidarity to counter the sense of scarcity and competing issues, overarching common vision

GRASSROOTS

What is needed to build capacity?

- Tools/specific exercises to facilitate community building and taking action
- Models and frameworks – what works in other groups? Best practices exchange
- Money to support folks to get involved who can't (i.e. childcare) also for materials, media, resources. A source that can support and grow the work
- Better skills in organizing, training, strategic planning, fundraising, recruitment/membership building ("for prophet")
- Cross-training amongst organizations (hire each other or trade) re: gender, class, sexual orientation, etc. to keep these in mind in our race work
- Relationship and community-building to humanize the process
- Creative ways to get \$
- Intentional and effective leadership development
- Media /PR with humanism – focus on how we get the work out about what work we do
- Documentation /storytelling about work we do

Barriers and Challenges

- Organizing outside of institutions
- Internalized racial superiority
- Competition
- Intersection of issues (-isms)
- Holding both process and action as important
- Time – we all have jobs and full lives
- Relationship between white anti-racist organizing and POC organizing

New avenues that could result

- Ability to move more quickly to respond to national issues (i.e. Don Imus) through a "rapid response" action committee
- Media attention
- Move towards a shared analysis of issues among different orgs
- Coordinated impact on policy/legislation
- Ability to proactively set policy agenda
- The more of us there are, the less risky it might seem for others to get involved. We create the tipping point.

FAITH-BASED CAUCUS, 'WHITE' ANTI-RACIST 'SUMMIT,' 2007 White Privilege Conference

(Product of interfaith dialogue on strengthening local antiracism work)

Capacity development needed for local initiatives

- Tools to bring national/regional work to local level and strengthen engagement by congregations
- Resources/tools to sustain local congregational efforts, once they've started
- Train/sustain individual local leaders

- Build teams or, at least, pairs to provide leadership within a congregation
- A “strength” in this work: We have a captive audience in all-or-predominantly “white” membership of most congregations in most Christian denominations in the USA.
- We need to identify success models
- Need to teach how to “give up” privilege systems grounded in the faith tradition and transform the understanding of “stewardship”
- Commitment by clergy and lay leadership is vital to development of an anti-racist congregation
- Restorative justice principles must be interjected at the local level

Barriers/challenges acknowledged

- Racism/white privilege is the elephant/dragon unacknowledged in the room
- Resistance to giving up “white” privilege in order to achieve more integrated/diverse congregations
- Denominational structures/practices/euphemisms (i.e., tradition) often hijack the process
- National structures sometimes are too far removed from the social dynamics of local congregations
- Local members often don't trust national leaders or staff, or believe that they could help
- Inadequate resources, models or vision by national entities to help build local capacity

PRINCIPLES FOR BUILDING EFFECTIVE ANTI-RACIST ALLIANCES

(NOTES FROM BREAK OUT GROUPS DISCUSSING ALLIANCE BUILDING PRINCIPLES FOR WORKING WITH PEOPLE OF COLOR AND WHITE ANTI RACIST FOLKS)

Group A:

Transparency- Our process is Visible
 Knowing what we can do – resources and capacities
 Prepare our people for conditions across races
 Pay attention to building trust.
 Not speaking for others without their permission (Speak in support of others, Speak how I want everyone to be treated)
 Working for clarity in communication
 Work on our own racism.
 Commit to taking action against racism wherever we see it
 Create space where people of color and ourselves can give constructive feedback
 Take responsibility for recovering from white supremacist culture.
 Don't rush in, but begin the process.- Give it the time it takes.-Commitment – stay even when its tough.
 We do this work for ourselves – recovering our full humanity.
 Available to share our resources
 Don't devalue resources of people of color

Group B: Principles

Know what we bring to the table-Bringing our humanity, skills, resources
 Being honest about our limitations- Self awareness- ongoing examination
 Willingness to engage in feedback-Receiving/ giving, Build trust, don't expect it, Follow through– accountability in both directions
 Mutuality Working together for benefit of all communities
 Support each other-With questions (looking for what is right)-Check assumptions and reactions (do the research)
 Trust: Alliance building - Commitment to communicating, checking in- Rooting our actions in authentic relationship building
 Commitment to sticking with the process
 Don't expect things to go smoothly- Expect/ Making room for conflict and anger
 Risk Taking Be genuine – work from the heart, don't think so hard
 Continually examine white cultural norms at play
 Seek input from POC, especially from leaders of color
 Be aware of where you and others (including POC) are in the process

Group C Principles

Working in alliance with and making the work transparent
 Be honest, being true to our positions and opinions- not saying what we think would want to be heard
 Making sure to address issues and conflicts as they arise
 Engaging in common planning
 Creating a new culture of whiteness - what we do should affirm our own humanity
 Learning from the history of movements – successes and failures our connections and disconnections (context)
 Sharing and developing leadership-Hold each other accountable to our shared visions/goals
 Continuing to view our work through a lens of white privilege
 Building community-Having fun & celebrating
 Commitment to hang-in-there (when conflict arise)

Relationship building Approach this work with an openness and willingness to learn
 Willingness to hear/ witness anger, pain
 Building capacity to experience emotions
 Keep focus on collective whole, not take an individualistic approach
 Dismantling white supremacy
 Challenging/ struggling with one another with kindness, compassion and love
 Doing this work through a lens of power (transforming power)

GROUP D: Principles

Building Relationships (Inside/Outside, Formal/Informal)
 White folks calling out White folks
 Staying focused on goals of movement
 Accountability is not an end to itself
 Understanding that in doing this work, People of Color face violence (physical, economic, emotional, etc. and we as white anti-racists also accept these risks.
 Value of human life
 These principles are a work in progress
 Develop a culture of care in our work (with everyone)
 Have fun

(There were 2 principles that were brought up but not agreed upon by the whole group)
 * Standing next to People of Color and staying there
 * Be in constant dialogue with all invested parties

**TO CREATE A DRAFT SET OF PRINCIPLES CONSOLIDATED LIST FROM THE BREAK OUT GROUPS-
 (DRAFT) PRINCIPLES FOR WHITE ANTI RACIST WORKING IN ALLIANCE WITH PEOPLE OF COLOR**

Practices

- Commit to taking action against racism wherever we see it by working on our own racism, dismantling white supremacy, and speak in support of others
- Seek input from POC, especially from leaders of color
- Learning from the history of movements – successes and failures our connections and disconnections (context)
- Sharing and developing leadership and engage in common planning

Working together Relationship building

- Know what we bring to the table- Bringing our humanity, skills, resources, capacities
- Support each other -With questions (looking for what is right)-Check assumptions and reactions (do the research)
- Don't expect things to go smoothly- Expect/ Making room for conflict and anger
- Address issues and conflicts as they arise

Relationship building

- Be genuine – work from the heart, don't think so hard
- Be willing to engage in feedback (receiving/ giving)
- Build trust, don't expect it-Follow through – accountability in both directions
- Pay attention to building trust- by rooting our actions in authentic relationship building
- Prepare white people for engage in dialogue and relationships across racial lines
- Be honest, being true to our positions and opinions- not saying what we think would want to be heard
- Don't rush in, but begin the process and give it the time it takes- stay even when its tough.
- Building community and have fun & celebrating
- Willingness to hear/ witness anger, pain
- Building capacity to experience emotions

PRINCIPLES FOR WHITE ANTI RACIST WORKING TOGETHER

- We do this work for ourselves – recovering our full humanity.
- Approach this work with an openness and willingness to learn and with kindness, compassion and love
- Take responsibility for recovering from white supremacist culture.
- Continuing to view our work through a lens of white privilege
- Creating a new culture of whiteness - what we do should affirm our own humanity
- Keep focused on collective whole, not take an individualistic approach
- Self awareness- ongoing examination and be honest about our limitations
- Hold each other accountable to our shared visions/goals
- Challenging/ struggling with one another
- Commitment to communicating, checking in
- Speak how I want everyone to be treated
- Continually examine white cultural norms at play
- Mutuality

- Accountability and support holding our humanity
- Risk Taking