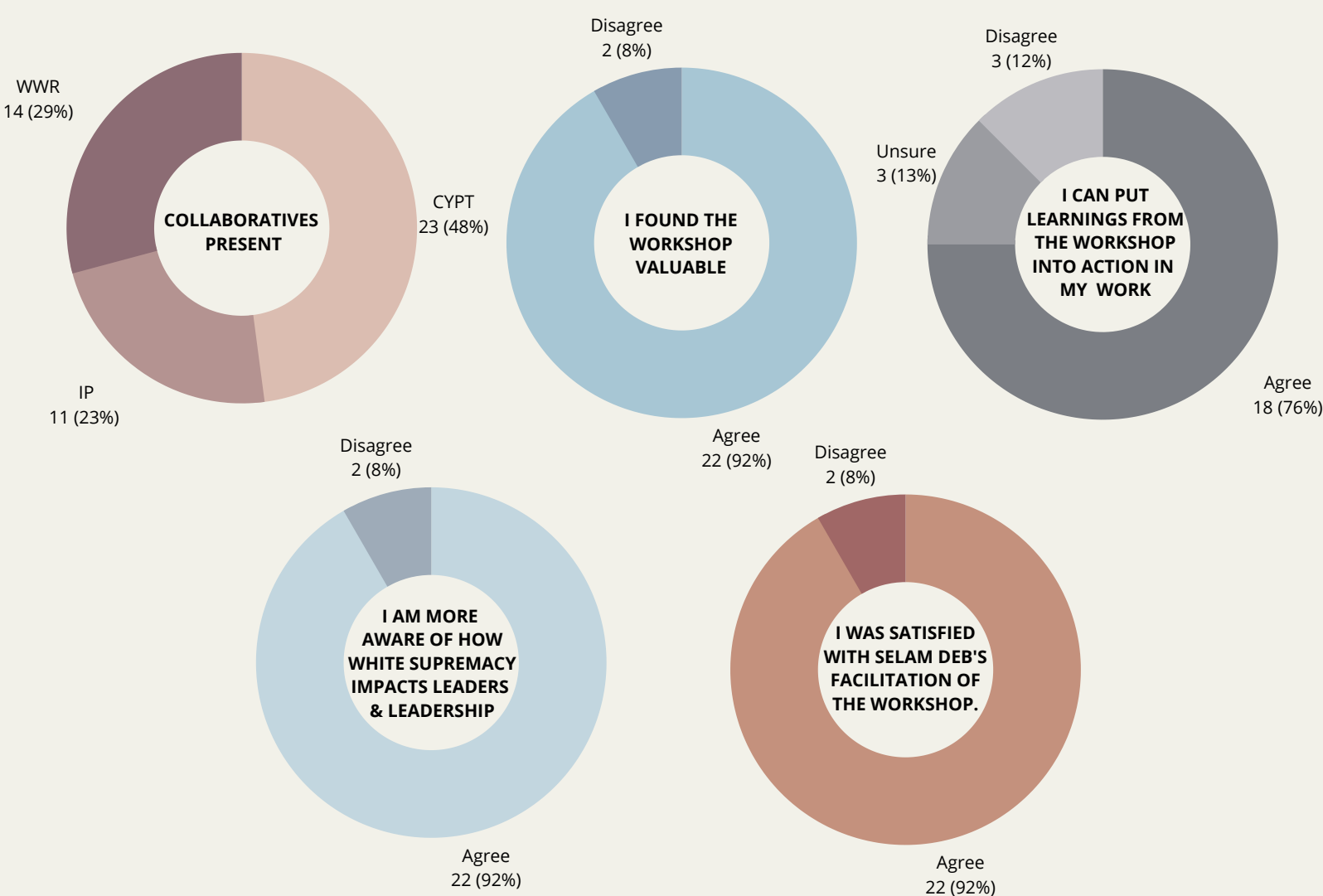


# WHITE SUPREMACY AWARENESS & ACTION FOR LEADERS WORKSHOP WITH SELAM DEBS

## Key Takeaways and Reflections



## REFLECTIONS FROM PARTICIPANTS

I went in thinking I am very aware and in touch with racism issues and pride myself on speaking up against racism, however I did not realize how certain actions, words or statements can be perceived as racist. I realize that there is always room to learn more and do better.

Appreciation for the way colonialism has impacted many minority groups. We each are the sum total of our experiences and those of our predecessors. It will take generations to erase the effects of past wrongs. How do we avoid setting up for another whole set of issues that will show up in the future?

That racism is code for white supremacy. Although talking about white supremacy feels uncomfortable, if we are doing anti-racism work we HAVE to be talking about white supremacy. It is inherent in the work

The importance of recognizing differences to celebrate unique strengths. placing everyone into a cookie-cutter approach is inappropriate and has devastating impacts for all



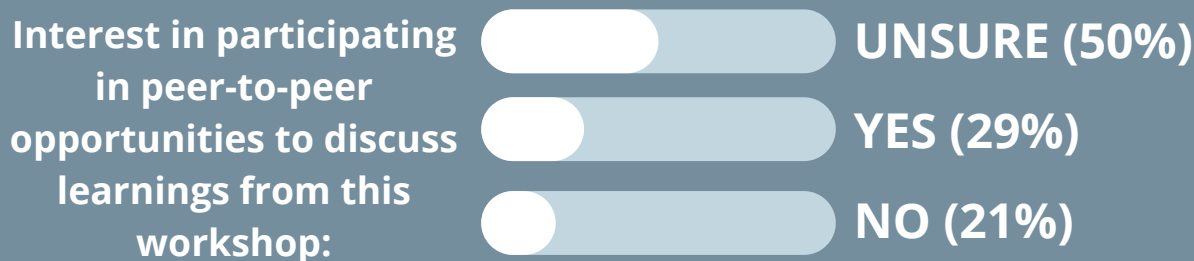
Privilege is an unearned advantage and these conversations are very important in helping leadership of organizations to realize their own advantage that has perhaps helped them to be where they are and to take conscious efforts to expand that to others.

Don't say anything. If you compliment a person it's a "code to you sound White". The example given by the presenter was if we tell her you are articulate, she will assume it's an underlying code for "you sound White".

White supremacy is the air we breathe--this is such a helpful way to explain it. Also: treat people the way THEY want to be treated

The Doll Test really emphasized how white supremacy is an underlying worldview and that racism isn't taught like we have been told.

## APPLYING THE LEARNINGS & NEXT STEPS



**36%** plan to think differently, become more aware or challenge perceptions

**33%** need additional trainings or opportunities focused on this topic

**27%** need supports in applying learnings into practical steps

**18%** plan to use the knowledge to inform policies and organizational practices

"How do we develop something that helps people go beyond this introductory level and which allows for practical application in work sites? I have done a lot of personal work, have read lots of writing about white supremacy and racism, yet I still struggle with where to go next in my organization."

**"The next steps are what I am looking for support in."**