

# Navigating Whiteness and White Fragility Resources

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***“White people in North America live in a social environment that protects and insulates them from race-based stress. This insulated environment of racial protection builds white expectations for racial comfort while at the same time lowering the ability to tolerate racial stress, leading to what I refer to as White Fragility. **White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves.** These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.”***

*-White Fragility, Robin DiAngelo (2012)*

## 1. 1 hour video on Healing Internalized Whiteness

*Why Healing from Internalized Whiteness Is a Missing Link in White People’s Anti-Racism Work: A Free Webinar* by Sandra Kim, Founder of Everyday Feminism

[https://everydayfeminism.com/webinar-replay-hiw/?mc\\_cid=261adfd5ad&mc\\_eid=370a8e8277](https://everydayfeminism.com/webinar-replay-hiw/?mc_cid=261adfd5ad&mc_eid=370a8e8277)

## 2. The 7 stages of white people getting woke

<https://www.complex.com/life/2016/01/white-people-woke/dream>

## 3. Me and White Supremacy Workbook (free workbook of 28 prompts for reflections) by Layla Saad

<http://laylafaad.com/>

<https://www.meandwhitesupremacybook.com/book/>

## 4. Summary of Stages of Racial Identity Development

[http://www.racialequitytools.org/resourcefiles/Compilation\\_of\\_Racial\\_Identity\\_Models\\_7\\_15\\_11.pdf](http://www.racialequitytools.org/resourcefiles/Compilation_of_Racial_Identity_Models_7_15_11.pdf)

## 5. DETOUR-SPOTTING for white anti-racists

<https://www.racialequitytools.org/resourcefiles/olson.pdf>

6. **Descriptors of White Supremacy Culture by Tema Okun**

[http://www.csworkshop.org/PARC\\_site\\_B/dr-culture.html](http://www.csworkshop.org/PARC_site_B/dr-culture.html)

7. **PDF of 6 Stages of Racial Equity Work for Organizations:**

[http://www.dismantlingracism.org/uploads/4/3/5/7/43579015/racial\\_equity\\_stages\\_graphic.pdf](http://www.dismantlingracism.org/uploads/4/3/5/7/43579015/racial_equity_stages_graphic.pdf)

8. **Educating Up:** #blacktwitter, The Root, Private School Negro; Semi-Prominent Negro (Kamau Bell), Black-ish, 2 Dope Queens (Jessica Williams and Phoebe Robinson), Under The Radar (Callie Crossley)

**Podcasts:** Code Switch, Pod Save The People, Yo Is This Racist?, Politically Reactive, The Racist Sandwich, Still Processing, Brown Ambition, Call Your Girlfriend

**Books:** *White Fragility*, *So You Want To Talk About Race*, *Waking Up White*, *White Awake*, *White Rage*, *Between The World and Me*, *Race Matters*, any James Baldwin

**Movies:** Moonlight, Get Out, Blindspotting, I Am Not Your Negro, Monster, Sorry To Bother You, Dear White People, Black Panther, The Hate U Give, BlackkKlansman

9. **Personal Commitments to Addressing White Fragility**

- If you are white, accept that you are part of a system of white supremacy. White racism is inevitable.
- Reducing lack of awareness and denial—leading to action—is the goal. This is lifelong work...
- Don't be in solidarity with other white people by staying silent.
- Ask for and encourage feedback.
- Know that *how, when, and where* you get feedback on your racism is largely irrelevant—**it is the feedback you want and need.**
- ***“From my position of social, cultural and institutional white power and privilege, I can handle it. If I can't, it's my work to build stamina.”*** (DiAngelo)
- Say thank you.

## **Dismantling Racism Works Guidelines**

<http://www.dismantlingracism.org/assumptions.html>

### **dRw suggests that race equity work is grounded in the following assumptions:**

- We live in a toxic culture that affects us all; one dynamic of the culture is that we are discouraged from seeing it. One of our tasks is to learn to see our culture and how it teaches us to make normal that which is not and should never be normal.
- Intention is not the same as impact; we can have good intentions and still have a hurtful or damaging impact.
- We cannot dismantle racism in a system that exploits people for private profit. If we want to dismantle racism, then we must build a movement for economic justice.
- We are offering an analysis and awareness tool in order to develop ourselves as critical and compassionate people. Dismantling racism, sexism, heterosexism, and unlearning oppressive attitudes will and does take a lifetime. Most of us have been struggling with these issues for years and years already. None of us are beginners and none of us have perfect clarity. This work is a journey without endpoint. This work is a lifelong process.
- We operate in a culture that assumes racial justice and race equity and civil rights are for the benefit of People of Color and the goal is to “help” POC into a white(r) world; we believe this worldview perpetuates racism.
- How we do our work is as important as the work we do. We must work to honor our each other and our values at every level of the organization.
- The practice of talking about and understanding how racism operates is a practice that will and does reproduce racism; we are sitting in the tension of that reality in every moment and are continually learning how to rely on our love and regard for each other (whether present or desired), our resilience, our humility, and our sense of humor.
- Part of our work is to develop discernment about the exquisite balance between the personal and the collective. We work together collectively well when we tend to our personal work and our personal work makes better sense in the context of the collective.

- We are all fabulous. We are not here to “fix” each other; rather our work is to love ourselves into who we are, knowing how conditioned we all are by white supremacy.
- We have to believe in the possibilities of creating the world we want to see by walking our talk and learning from our mistakes.
- None of this is easy and we have to do it anyway.
- We already have what we need (with thanks to Nayo Watkins, a movement elder and mentor).

*“At the risk of seeming ridiculous, let me say that the true revolutionary is guided by a great feeling of love. ... We must strive every day so that this love of living humanity will be transformed into actual deeds, into acts that serve as examples, as a moving force.”*  
-Che Guevara

