

# THE ROLE THAT WHITE PEOPLE CAN PLAY IN DISRUPTING SYSTEMIC RACISM

A BRIEF OVERVIEW OF THE FINDINGS FROM DR. VICTORIA FARRIS' DISSERTATION RESEARCH

WORKPLACE RACISM WAS LARGELY EXPERIENCED THROUGH MICROAGGRESSIONS ROOTED IN CULTURAL WHITENESS OF MANY OFFICES AND A LACK OF MULTICULTURAL COMPETENCE AMONG COLLEAGUES AND SUPERVISORS.

100%

OF PARTICIPANTS EXPERIENCED RACISM/BIAS IN STUDENT AFFAIRS WORKSPACES

95% EXPERIENCED IT IN MULTIPLE POSITIONS.

WORKPLACE RACISM IS UPHELD THROUGH UNPRODUCTIVE POWER DYNAMICS, A CULTURE THAT LACKS TRUST, AND BY WHITE FRAGILITY THAT LEADS TO INACTION IN RESPONSE TO CONCERNS.

## SOME OF THE EXPECTATIONS PARTICIPANTS HAVE OF A SUPERVISOR ARE:

1. A HIGH LEVEL OF MULTICULTURAL COMPETENCE, DEMONSTRATED THROUGH ACTIONS, DECISIONS, PRIORITIES, AND ADVOCACY
2. GET TO KNOW ME, INDIVIDUALLY; APPRECIATE AND UNDERSTAND MY PERSPECTIVE, SKILLS, MOTIVATORS, AND CHALLENGES
3. FOSTER AN AUTHENTIC, OPEN, AND HONEST RELATIONSHIP WHERE TRUST IS BUILT AND OPEN CONVERSATIONS ABOUT RACE AND IDENTITY OCCUR

DR. VICTORIA FARRIS

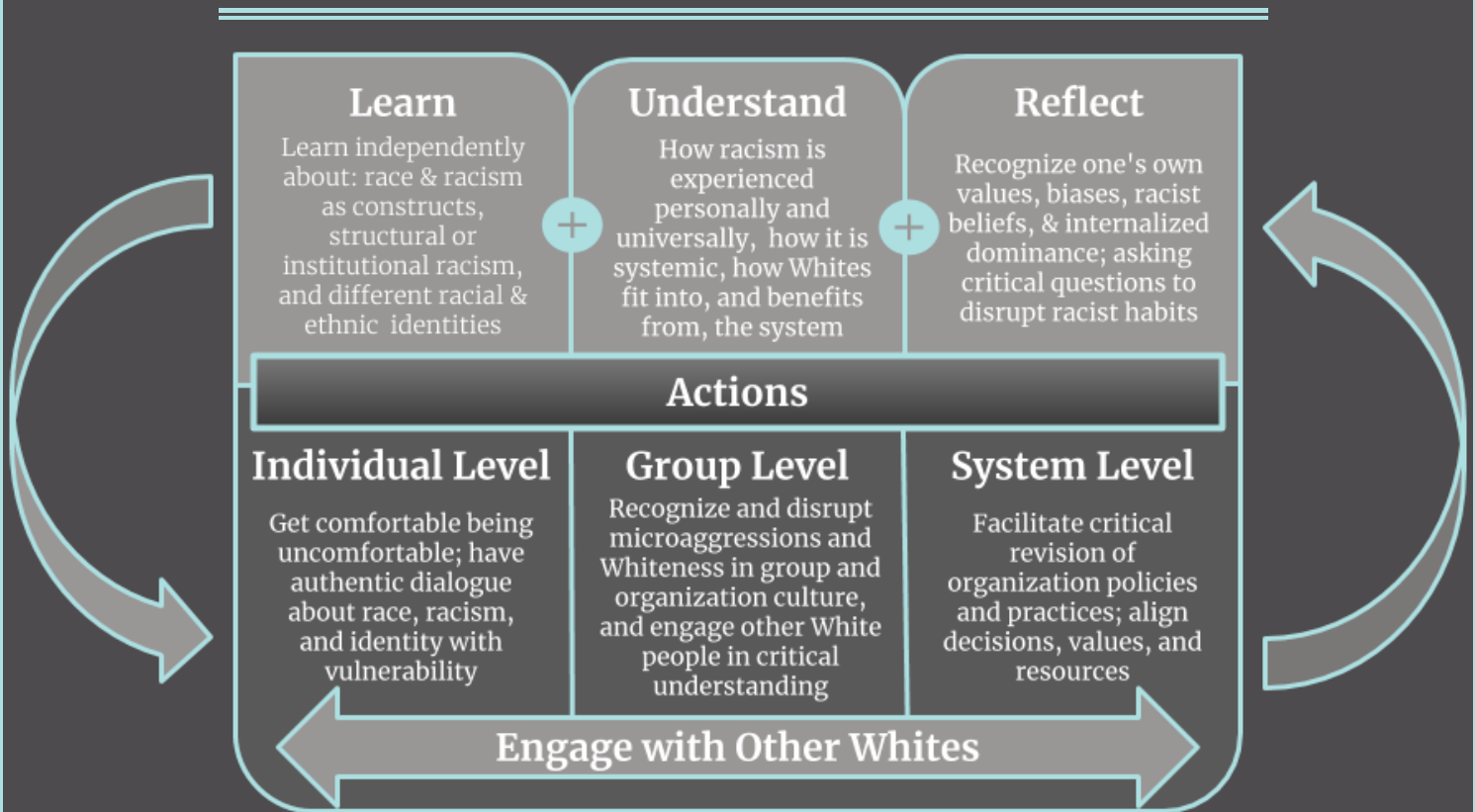
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# FRAMEWORK FOR ASPIRING WHITE ALLIES & CHANGE AGENTS

THE FOLLOWING FRAMEWORK OUTLINES THE ROLE THAT WHITE PROFESSIONALS CAN PLAY IN DISRUPTING SYSTEMIC RACISM, FROM THE PERSPECTIVE OF PROFESSIONALS OF COLOR AND A CRITICAL RACE THEORY LENS



The goal of this study was to better understand, from the perspective of people of color, how systemic racism and bias in the supervision of people of color in Student Affairs could be disrupted, and what role, if any, White people can play. This was a qualitative research study using a Critical Race Theory framework. Participants were interviewed about their experiences with workplace racism, what inclusive workplaces would look like, and how White folks can play a role in partnering to create an inclusive, socially just environment.

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