

# CAPACITIES TO PRACTICE FOR WHITE PEOPLE

## engaged in unlearning racism and dismantling white supremacy

[For use as an assessment or rubric]

- ★ **Systemic and structural view of white supremacy**, along with how it shows up personally and interpersonally
- ★ **An intersectional analysis** as first articulated by Kimberlé Crenshaw; understanding the interdependencies of systems of oppression and how they operate on us and our world in mutually reinforcing and infuriating ways; involves overcoming binary thinking and practicing simultaneity.
- ★ Skills in identifying and then disrupting **White Supremacy Culture** as developed by Tema Okun and Kenneth Jones - like sense of urgency and fear of conflict and **White Woman Issues** as developed by the White Noise Collective like “The Nice White Lady Syndrome” and “The Virtuous Victim Narrative”.
- ★ **Tactics for countering “the White Savior Complex”**; using solidarity instead of charity models of engaging staff and community.
- ★ Understanding and overcoming **White Fragility** as described by Robin DeAngelo.
- ★ **Taking accountable action**; strategies for working together to shift organizational or community engagement practices.
- ★ **White person pivot from “power over” to “power within” and then “power with”**; supporting innate and learned capacities for overcoming shame and guilt and stepping into anti-racist daily practice.
- ★ **Personalizing and embodying the work**; while learning to discern what *not* to take personally. This includes the ability to be self-loving and self-critical while stretching beyond academic knowledge.
- ★ **The dental hygiene approach to race conversations** as developed by Jay Smooth; instead of seeing the impacts of white privilege as “tonsils” that can get removed with enough education, seeing oneself as existing in a white supremacist world that will undoubtedly leave grime on your teeth, every day.

**These capacities can be practiced, understood and integrated at these four levels:**

1. **COGNITIVE** (heads) - remembering historic and social context all of the time
2. **AFFECTIVE** (hearts) - feeling, not just knowing the capacities. Having love, respect, and consideration for other people
3. **BEHAVIORAL**(hands) - your actions, in alignment with your understanding
4. **SYSTEMIC** (ecosystem) - being a beneficial part of the systems you are a part of, working to transform systems of oppression