

Tips for How To Establish and Run a White Caucus

This resource was crowdsourced from members of various white antiracist allies and was downloaded on June 25, 2020.

This is a crowdsourcing resource to draw from rather than a consensus document.

We are hearing clients wanting to quickly move to caucusing for the first time. Motivated by leaders of color to create a safe space for PoC to be in community. Also motivated by wanting direct white folks to both 1) engage in some learning without further taxing PoC colleagues during this difficult time 2) take advantage of their new found awareness from the moment and energy to act in new ways.

Thanks for helping to crowdsource this resource!

What other resources have you used to support creating a white caucuses?

- [Planning a White Caucus Agenda](#) - Pippi Kessler
- [Caucuses as a Racial Justice Strategy](#) - JustLead Washington
- [Working Apart So We Can Work Together](#) - Fractured Atlas
- [Tips for Creating Effective White Caucus Groups](#) - Craig Elliott PhD
- [Racial Identity Caucus](#) Edible School Yard

1. How would you describe the purpose of a white caucuses?

- White Caucuses are an important mechanism for people who identify as white and/or have white skin privilege to do our own work. It provides us an environment and intention to authentically and critically engage in whiteness, white privilege, and hold each other accountable for change. We explore how to recognize whiteness and white privilege, identify and interrupt our internalized dominance, and collectively develop strategies for liberation and change. Caucuses are our group-level work (building upon our individual self work) so that we individually and collectively can be effective partners for change. ([taken from Craig Elliott's work here](#))

2. What are some approaches that worked well with white caucusing?

- Establishing transparency (to PoC in the organization)
- Establishing accountability (both to personal goals and as a group to PoC in the organization)
- Facilitation tips (Note most are not planning to bring outside facilitation but lean on staff that are further along their journey - have you seen this done well?)

- Support people to move into action a

3. What are some pitfalls to look out for in white caucusing?

- White-led organizations = white caucus power dynamics
- Constant swirl and no action
- Wanting to focus on action and skip over processing and learning/relearning

4. How does a white caucus differ from a media/book discussion group?

- Whiteness often has us stuck in our heads and intellectualizing. Racism and oppression are lived experiences, and embodied. Discussion groups keep us in our head. A caucus is a space to be courageous to engage, be vulnerable, feel, and be imperfect.

5. If you were to create some sort of “pledge” for participants what might you include in it?

- Seek to courageously engage, be vulnerable, feel, and be imperfect
- Take responsibility for the success of the caucus
- Be open to being facilitated by colleagues
- Commit to X number of caucus sessions (not everyone has to make it to every session, but overall stick with it for this number of sessions at a minimum) - the time we have is never enough, but traction happens over the course of time.

6. What tips can you offer for establishing the size of group and mix of staff

- What is the ideal size for a caucus?
- For larger staff, pre-assign smaller groups assigning a mix of positions and anti-racism skills

7. What are some tips for structuring a caucus session?

- Accountability-focused Check-in
 - What is one new awareness you have discovered and what is one action you have taken?
 - How have you leveraged your power and leadership to uplift the POC around you? Since knowing you, how have their lives changed? Are the POC now leaders? Did you give access to your network? Have you invested in the lives of the POC around you? What sacrifices have you made for the benefit of POC
 - What thoughts or feelings do I have about meeting in caucus groups?
 - How have I benefited from white privilege?

- How have I internalized white dominance?
- What are the costs and benefits of becoming an ally to people of color and doing anti-racism work?
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- Transparency
 - How will we share our thoughts & experience with the large group?
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- Caucus debrief
 - I used to think... and now I think...
 - One personal new learning and one professional action commitment
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8. What themes and resources would you encourage the groups to explore?

- Anti-Racism Resources : bit.ly/ANTIRACISMRESOURCES (Compiled in May 2020 specifically for white folks)
- [Agent/Target Rank](#) by Leticia Nieto [Seattle U Talk](#)
- [Scene on Radio Seeing White Series](#) (Episodes 1-6)
- [Dr. Robin DiAngelo discusses 'White Fragility'](#) - video 1.23 time
- [Why "I'm not racist" is only half the story](#) | Robin DiAngelo - video 1.00 time
- [White Supremacy Culture in Organizations](#) - based on the seminal work [Tema Okun](#) and Kenneth Jones
- [White Supremacy Culture in a pandemic](#) - Judy Blair
- [White Women Doing White Supremacy Culture](#) - [Woke@Work](#)
- [10 Common Things Well-Intentioned Allies Do That Are Actually Counterproductive](#)
- Moving from ally to accomplice - this is a tool that looks useful but I haven't actually used it yet <https://www.whiteaccomplices.org/s>