

# ROOM 1

How does white supremacy show up in your workplace?

How are you working to dismantle systemic racism in your organization?

Working in a non profit where other colleagues and audience are majority white cis men, many ideas get whitewashed. Ideas from BIPOC folx may get invalidated.

challenging to get ideas across, BIPOC/WOC can end up playing supporting role even tho they have been there longer

**lack of people in power's ability to empathize with other communities**

faith based org addressing police brutality and other racial justice issues: bc white people have been in power longer, always have to go to them to get info/perspectives. unwilling to change

Fear of open conflict manifests as hesitancy to take risks at individual levels

having resolution recognizing white supremacy/racial justice as public health issue gives some foundation for the work

Awkward when I bring up the issue and the people of color in positions of power feel uncomfortable, afraid to rock the boat.

Level-setting in our organization to make sure we are all on the same page in understanding white supremacy and naming it in our work.

workforce initiative - navigating that the workforce system is very white/paternalistic about knowing best and what jobs folks should be trained for. Trying to become aware of that in myself, and not miss the opportunity at the

orgs always have to lean in to white orgs to get help/support, demand to be at the table.

Trying to get permission to create a broad spectrum of experience and representation on our highest level management board of advisors

black church has historically the backbone of community, have the trust. Easier to bring the concerns back to policymakers and advocate.

"it's just the way we've been doing things" - not questioning why these certain rules have gotten chosen and how different groups have been blocked from decision-making of processes

Being in between organizations that have more traditional approaches to work and our program's goals of our equity-focused program

I am trying to have this uncomfortable conversations about white supremacy and equity. Its not easy!

# ROOM 2

How does white supremacy show up in your workplace?

conducted using the same format, structure, sources, and underlying assumptions—feels like there is little room for connecting directly with the community and tailoring assessment approach to specific needs of different

to rest, reflect. Needing to take a break feels like making myself a liability and opening myself up to suspicion. We have to always be busy and always be rushing because not being continually busy

Disincentive hours generated strongly disincentivizes imagining new approaches to work that might reduce the overall number of hours spent working. There is a strong incentive to keep working in order to keep generating

Lack of autonomy in work. Having to report whereabouts and schedules to higher ups (while necessary for collaboration) also feels very paternal

majority of people in management positions (principals) are older white men

when we conduct outreach, it is usually only with pre-established organizations/power holders, or majority older white retired people

How are you working to dismantle systemic racism in your organization?

# ROOM 3

How does white supremacy show up in your workplace?

How are you working to dismantle systemic racism in your organization?

**Recognizing the role of systematic racism in hiring practices and changing how we approaching hiring.**

# ROOM 4

How does white supremacy show up in your workplace?

**Hiring and recruitment practices**

**Project and program development**

Representation in board of directors

**Lack of consideration of people who speak English as a second language in how we conduct meetings & write documents (lots of jargon, acronyms, colloquialisms)**

**Work from home default - presumes stable/quiet home, personal resilience, backup tech in case work-provided tech fails**

How are you working to dismantle systemic racism in your organization?

**Unconscious bias training**

**Working between divisions/offices to include consideration all audiences**

**Contributing my editing talents as I can, trying to make our documents accessible (in terms of language + ADA)**

Small group brainstorming on how to deconstruct racist hiring and recruitment practices.

Developing a DEI committee on the board of directors with the specific goal to diversify representation on the board and in programs/projects

# ROOM 5

How does white supremacy show up in your workplace?

This is how we've always done it, this is what our policies are, etc.

focusing only on our traditional partnerships rather than expanding to community based organizations

warship of the written word

sense of urgency after last summer, but previously did not provide space for staff to work on or dig into these topics.

Meeting the minimal requirement for public input in that if the communities do not have power in terms of legality or political pressure, then the projects the governmental agency won't change much in regards to the community's input.

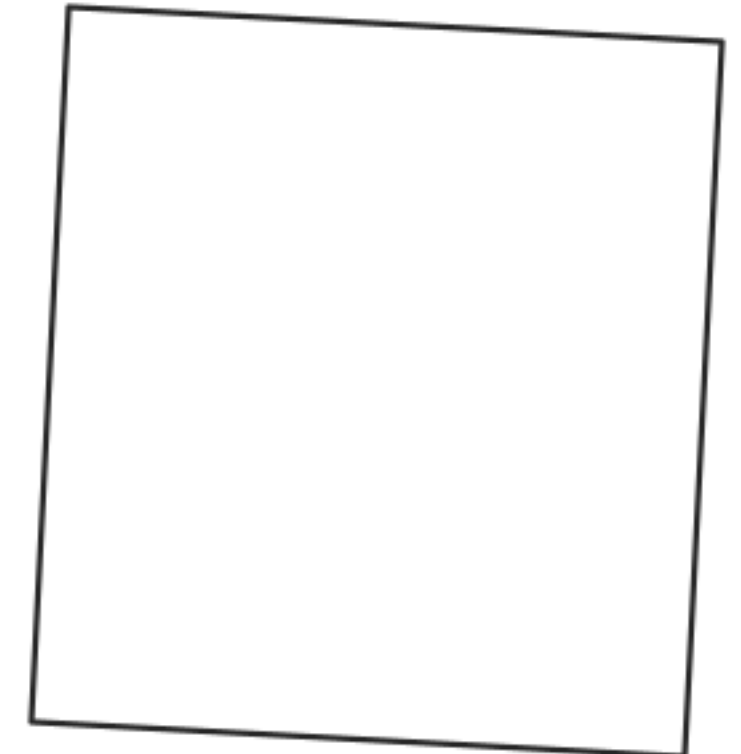
How are you working to dismantle systemic racism in your organization?

constantly asking upper management to slow down and be intentional about partnership building vs "checking the boxes" and being performative

encouraging different pathways of thinking and approaching problems

becoming involved in various hiring conversations and challenging the "culture fit" ideology and really calling out what that means and how its often used to uphold white supremacy

Advocate to work with and gather input from ALL communities regardless of their political power





# ROOM 6

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How are you working to dismantle systemic racism in your organization?

WHITEST MAINLINE CHRISTIAN DENOMINATION in the US, in the most diverse synod (region). Many of the patriarchal, white-is-better, cultural attitudes carry over into programs and

history, is see a dominant culture/privileged member supremacy problem (in-group can be defined many ways . So, in the US, with a primarily white dominant culture, we see more aof a white supremacy - but htenproblem is much

Our national church has also proclaimed white supremacy to be a sin and has launched a number of conversations and actions (including public protests) to bring attention to the sin of white supremacy. We are a

# ROOM 7

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How are you working to dismantle systemic racism in your organization?

Perfectionism-both individually and organizationally seem to be a common theme of concern. How to "best" implement programs of equity/doing it in a way that is "right"

Paternalism-being a woman in government has its disadvantages compared to male colleagues

The sense of urgency hit home-why are these equity pushes and requirements coming in now? Realizing that our work was not always looked through from a lens of equity

# ROOM 8

How does white supremacy show up in your workplace?

Many of the characteristics that were shown in the presentation VERY MUCH show up in my organization. Urgency, perfectionism, defensiveness, and PATERNALISM too.

Translating our materials into multiple languages is rarely prioritized or budgeted for. Worshipping the written word in English.

How are you working to dismantle systemic racism in your organization?

I work on Environmental Justice issues so trying to do organizational culture change and address some of these things, but also need to acknowledge my own role in perpetuating while I'm trying to dismantle.

I am actively seeking out local resource organizations to use the appropriate cultural terms when translating materials, not just using something like Google translate.