



WE CAN'T BE SILENT

Listening sessions for White Accountability

LAND ACKNOWLEDGEMENT

- We acknowledge the land on which we sit and occupy today as the original home of _____
- We thank the descendants of these tribes and nations for being the original stewards and protectors of these lands since time immemorial.
- We also acknowledge the systemic policies of genocide, relocation, and assimilation that still impact many Indigenous/Native American families today.
- We are honored by the collective work of many Native Nations, leaders and families who are demonstrating resilience, resistance, revitalization, healing and creativity. We are honored to be guests upon these lands.

*Adapted from Portland Community College



INTENTIONS

Please take a few minutes
to write down your intentions
with participating in
these listening sessions.

ENGAGEMENT GUIDELINES

1. Open and honest communication
2. Participate fully (comfort zone +1); expect discomfort if learning*
3. Speak from personal experience
4. Listen respectfully; listen to learn
5. Seek to understand; expect disagreement and listen harder
6. Share air time: move in, move out
7. Be fully present
8. Be open to new perspectives

ENGAGEMENT GUIDELINES CONT'D

9. Explore impact; acknowledge intent
10. Expect people to learn and grow; don't freeze-frame others*
11. Take risks; lean into discomfort; be brave; engage
12. Respect and maintain confidentiality
13. Notice/describe what you see happening in the group, in you
14. Recognize your triggers; share if you feel triggered
15. Trust that dialogue will take us to deeper levels of understanding and acceptance
16. Engage and embrace this opportunity; we won't be finished



CONCERNS/FEAR

Take this opportunity
to write down any concerns/fears
you may have as you
engage with issues of
race and racism.



ACTIVITY

What are the common traps and unproductive behaviors we whites do in these types of sessions?

ACTIVITY

When do you remember realizing for yourself that *whites* believed they were superior to people of color, people who were biracial/multiracial, and/or Indigenous peoples?

(for example: more deserving, smarter, more organized, better leaders, more competent, etc.)

COMMON RACIST ATTITUDES AND BEHAVIORS OF MANY WHITES

Please take a moment to look at the document provided to you titled
"Common Racist Attitudes and
Behaviors of Many Whites"

ACTIVITY

- What are probable racist, white supremacist attitudes and beliefs that fueled Amy Cooper (white woman with unleashed dog who called the police on Christian Cooper, a black man who is a bird watcher) and other white women's calling of the police?
- When have you had similar racist thoughts and white supremacist attitudes?



BEING AN ALLY

Participating in a lifelong practice of unlearning and re-evaluating in which a person makes conscious decisions to use their privilege to build relationships based on trust, consistency and accountability with individuals or groups to increase equity, access, and opportunities.

BEING A CHANGE AGENT

Means you are a person who helps to transform individuals, groups, institutions, and societies by promoting fairness and participation.

A **Change Agent** is someone who facilitates change within any group or organization and participates in actions that shift attitudes, values and behaviors to address problems.

As change agents, we take action steps to:

- Eliminate destructive social issues
- Influence people who share similar values and ideas
- Create a vision that inspires people to act in positive ways

PERSONAL ACTION PLAN

- What specific action are you going to do after this listening session?
- In what specific way are you willing to hold yourself accountable?



TAKE AWAY

Complete the
*Suggested Competencies
for White Allies
and Change Agents*

(document provided) to do a critical reflection of
where you are and where you want to go

TAKE AWAY

Share what you are learning...

Get informed – and seek out knowledge and data about the issues

Get equipped – and collect resources to support learning and growth for yourself and others

Search Out – individuals, existing groups, or organizations (or create them) to work with you on planning, organizing, strategizing and mobilizing for change

Be confident - that your voice is valuable, influential and necessary to being the change you want to see



HOPES

How do you see yourself using the skills we talked about today?

What is your hope for your workplace and how can you be an agent of change to make that hope a reality?