
Pulling Apart the Glue of White Supremacy Culture

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All Are Welcome

Who We Are



Community Agreements

- Be Present
- Be Curious
- Embrace Discomfort
- Use “I” Statements

What other agreements would you like to add?

Why Talk About White Supremacy Culture?

Definition

White supremacy culture is the idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to People of Color and their ideas, thoughts, beliefs, and actions.

Internalized Racial (White) Superiority

- My standards and norms are universal
- I have a right to be comfortable
- I can feel that I personally earned, through work and merit, any/all of my success
- I am not responsible for what happened before

Internalized Racial Oppression

- Physical and psychological trauma from racism
- Carry internalized negative messages
- Systemic oppression in reaction to racism
- Colorism

Accessing annotation tools if you are viewing a shared screen

While viewing a shared screen or shared whiteboard, click **View Options** then **Annotate** at the top.

Annotation tools

You will see these annotation tools:



Note: The **Select**, **Spotlight**, and **Save** options are only available if you started the [shared screen](#) or [whiteboard](#).

- **Mouse:** Deactivate annotation tools and switch to your mouse pointer. This button is blue if annotation tools are deactivated.
- **Select** (only available if you started the shared screen or whiteboard): Select, move, or resize your annotations. To select several annotations at once, click and drag your mouse to display a selection area.
- **Text:** Insert text.
- **Draw:** Insert lines, arrows, and shapes.

What ways have you seen these show up in yourself?



Austin Channing Brown

author of "I'm
Still Here," joins
Simran Jeet
Singh

Characteristics of White Supremacy Culture

- Perfectionism
- Sense of Urgency
- Defensiveness
- Quantity Over Quality
- Worship of the Written Word
- Only One Right Way
- Paternalism
- Either/Or Thinking
- Power Hoarding
- Fear of Open Conflict
- Individualism
- I'm the Only One
- Progress is Bigger, More
- Objectivity
- Right to Comfort

Performative Allyship, & Profiting on Racial Justice



I worked at Healing Justice (now known as Irresistible Movements) for less than 3 months because the ego of a white woman was prioritized over the sacred work of Black, brown, queer, and disabled folks fighting and healing towards liberation.

- Whitney Spencer

Perfectionism

- Little appreciation expressed for the work that others are doing
- More common to point out inadequacies
- Mistakes seen as personal
- Little time, energy, or money put into identifying lessons learned
- Little ability to appreciate what is going well

Sense of Urgency

- Difficult to take time to be inclusive or encourage thoughtful decision-making
- Focused on highly visible results rather than internal process/growth
- Reinforced by funding proposals

Defensiveness

- Energy spent on protecting power
- Criticism of power is viewed as threatening
- Defensive response to new / challenging ideas
- Creates oppressive culture

Fear of Open Conflict

- People in power are scared of conflict
- Avoidance of core issue of problems
- Emphasis on being polite
- Equating raising difficult issues with being rude or “insubordinate”

What ways have you seen these show up in yourself?

What ways have you seen them show up in your agency?

Moving Toward Equitable Practices

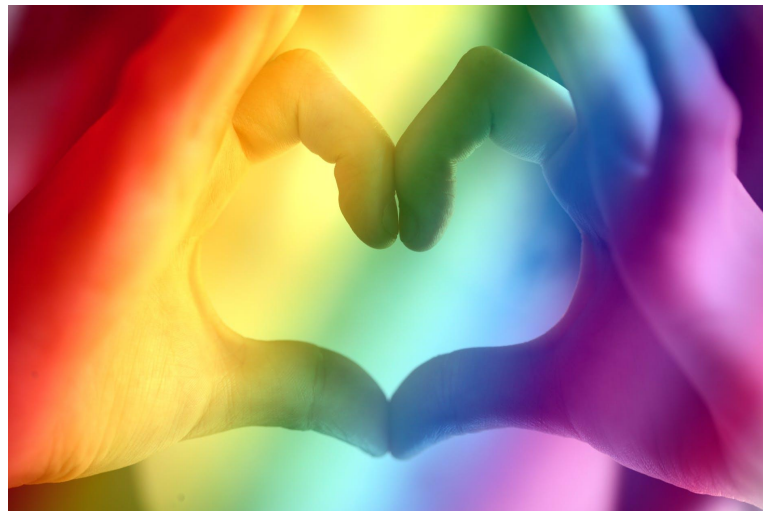
- Develop a culture of appreciation
- Create an environment where people can recognize that mistakes sometimes lead to positive results
- Realize that being your own worst critic does not improve the work
- Write realistic funding proposals with realistic time frames
- Realize that rushing decisions takes more time in the long run

Moving Toward Equitable Practices

- Work on your own defensiveness; name defensiveness as a problem when it is one
- Distinguish between being polite and raising hard issues
- Don't require those who raise hard issues to raise them in 'acceptable' ways
- Once a conflict is resolved, take the opportunity to revisit it

Head, Heart, Hand

1. Head: What are you thinking about?
2. Heart: What are you feeling?
3. Hand: What are you going to do?



Share One Thing You are Thinking Feeling or Committing to Do

Thank You!

Any questions?

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