What Are You Prepared to Do?
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My Goals for this Session

❖ We understand and we remember that:
  ➢ We are not the first to do this work. We are standing on others’ shoulders and other people will stand on ours.
  ➢ This is difficult work and requires a willingness to risk and to be uncomfortable.
  ➢ We are not alone.

❖ You leave here with a plan for behavior that you commit to and a buddy to help you follow through.
❖ Purpose:
➢ To think about competency.
➢ To reflect on our comfort levels.
➢ To think about our development needs.

Ineffective Behaviors

Effective Behaviors

1 Box of Denial

2 Box of Fear

3 Box of Integration

4 Box of Competence

Lower Awareness  Higher Awareness

LINE OF JUDGMENT

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Box of Denial

Behavioral Indicators

➢ Denial of dominant/subordinate dynamics.
➢ Belief of negative stereotypes.
➢ “Cluelessness” regarding how stereotypes influence attitudes/beliefs, and behaviors.
➢ Dominant group members are “clueless” about privilege.
➢ Subordinate group members are “clueless” about the impact of internalized domination.
➢ Actions of dominant group members negatively impact subordinate group members.
➢ Dominant group members struggle to take in clear, direct, critical feedback.
Box of Denial

❖ To move…
  ➢ Acknowledge other’s reality.
  ➢ Notice and name power dynamics.
  ➢ Disclose information about yourself.
  ➢ Ask for feedback.
❖ Being stuck.
❖ Blaming ourselves.
❖ Blaming others.
Behavioral Indicators

- We fear we will have to walk on eggshells.
- We fear we will offend others.
- We fear we will reveal true prejudices.
- We fear the subordinate group will champion every issue.
- We fear the dominant group will get stuck in feelings of powerlessness, guilt, and shame.
To move...

➢ Notice and name power dynamics.
➢ Take risks, even if your behaviors are messy or raggedy.
➢ Suspend judgment.
➢ Keep your heart and mind in dialogue mode.
➢ Talk with others within and between social groups.
Remember…

❖ “Everybody’s first step gets us closer to a racially just world.”

Dr. Intisar Shareef