



DISRUPTING WHITE SUPREMACY

White Affinity Group: Reflection Questions

Review Group Norms (5 min)

Quickly review the definitions, objectives and rules.

Reflection on White Supremacy (10 min)

Individually reflect on the following questions:

- *Where have you seen white supremacy alive in your work and life?*
- *How are you entangled in this example of white supremacy?*
- *What anti-racist actions have you taken in the past month?*

Discussion on reflection (30 min)

People share from their reflection and we all discuss.

Sharing or Skill Build (10 min)

Open time for people to share new resources, learnings, or current events. Choose a host for next month.

- *What injustices are we seeing today? What communities are currently seeing injustice?*



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White Affinity Group: Group Norms

Group Definitions:

i. Racism

Racism is the belief that a particular race is superior or inferior to another, that a person's social and moral traits are predetermined by his or her inborn biological characteristics. Racial separatism is the belief, most of the time based on racism, that different races should remain segregated and apart from one another. Prejudice, discrimination, or antagonism directed against someone of a different race based on the belief that one's own race is superior. ([ADL](#))

ii. White Supremacy

The existence of racial power that denotes a system of structural or societal racism which privileges white people over others, regardless of the presence or the absence of racial hatred. White racial advantages occur at both a collective and an individual level, and both people of color and white people can perpetuate white dominant culture, resulting in the overall disenfranchisement of people of color in many aspects of society ([The Atlantic](#))

Group Objectives:

- + Provide space for reflection on how white supremacy shows up, how I have been complicit, and what I can do.
- + Generate discussion for peer based sharing and support.
- + Build the ability to identify white supremacy and engage in discussion and action to dismantle it.

Ground Rules:

- + Assume best intent: Give each other grace to get it wrong.
- + Work out of discomfort: Hold each other accountable to pause on problem solving
- + Say the hard things: Be honest and vulnerable.
- + Commit to doing the work.
- + "What's said here stays here. What's learned here leaves here."
- + Call in power: Address power imbalance if/when it shows up.
- + WAIT! Why am I talking?: If you talk too much, don't. If you don't talk, do.