

## **T09 Pay It Forward: Fostering Action and Support among White People Confronting Racism**

### **What we do:**

We are a part of a small, committed learning group focused on raising our individual awareness about our whiteness, white privilege and other race issues, raising our collective awareness about how to be better allies to people of color and to other whites confronting racism; and, as a result, taking action with respect to both. We utilize our meeting time together to name and deal with our own issues about race/whiteness and its impact on our group dynamics within and outside of our learning group. We meet in person at least once a month in one another's homes and use a self-facilitating process. We spend a portion of our time together working 'real life' issues and challenges that we are facing and another portion focusing on action and application. We share tools, tips, techniques, theories, etc. that will help us tangibly apply our learnings in our day-to-day lives and in, in particular, in relationship with other. We have created an online environment to support our ongoing communication, reflection, dialogue and information sharing.

### **Who we are:**

If you are interested in learning more about our ongoing experience as a learning community, or would like to talk more about growing a learning community around White Privilege in your area, we invite you to contact one of the members below:

**Sunny Hester** – Internal OD Management Analyst with the Strategic Management Services Division of the Office of the Secretary's Executive Office at the Department of Health and Human Services. Email: [odpractitioner@comcast.net](mailto:odpractitioner@comcast.net) Home Phone: 301-262-4151 Cell: 301-351-2085

**Courtney Schwarten** – Leadership Coach, Consultant and Team Building Facilitator. Open Change Coaching and Consulting. email: [cschwarten@verizon.net](mailto:cschwarten@verizon.net)

**Alison Welch** – OD and Strategic Planning Consultant. Cell Phone: 410-409-7342. email: [aliwelch@gmail.com](mailto:aliwelch@gmail.com)

### **List of Resources:**

Below are some examples of the kinds of resources that have been helpful to us. A list of further resources will be shared and added to by participants during the conference session.

## **Websites:**

Peggy McIntosh's "White Privilege: Unpacking the Invisible Knapsack"  
<http://seamonkey.ed.asu.edu/~mcisaac/emc598ge/Unpacking.html#daily>

White Anti-racist Community Action Network  
<http://www.wacan.org/>

White Privilege – Resource for Education and Activism:  
<http://www.whiteprivilege.com>

## **Books:**

Bell, Ella. F. J. Edmundson and Nkomo, Stella M. (2003) *Our Separate Ways*. Harvard Business School Press.

Dovidio, J. F., & Gaertner, S. L. (2002). Color Blind or Just Plain Blind? The Pernicious Nature of Contemporary Racism. *The Nonprofit Quarterly*, 9(2), 22-27.

Kendall, Frances. (2006). *Understanding White Privilege: Creating Pathways to Authentic Relationships Across Race*. New York: Routledge.

Kivel, Paul. (1996). *Uprooting Racism: How White People Can Work for Racial Justice*. Gabriola Island: New Society Publishers.

Tatum, B. D. (1999). *"Why Are All the Black Kids Sitting Together in the Cafeteria?" And Other Conversations About Race*. New York: Basic Books.

Tatum, B. D. (2007). *Can We Talk About Race? And Other Conversations in an Era of School Resegregation*. Boston: Beacon Press.

## **Save the date:**

The next White Privilege Conference will be April 23-26, 2008 at UMASS-Amherst Campus.

Theme/Focus: "Critical Liberation Praxis": The focus will be on clarifying/describing and creating practice/praxis that focuses on where we are going (liberation), rather than where we are coming from (oppression, racism); On what we want (liberation), rather than on what we don't want (racism, oppression); It will be to say that we study racism, not to learn more about racism, rather to see what it can teach us about liberation; The focus of our fight is more and more "for" something and less and less "against" something. Contact: [www.uccs.edu/~wpc/](http://www.uccs.edu/~wpc/)