

Conversation tools for white trainers

Tools for reflexive anti-racism

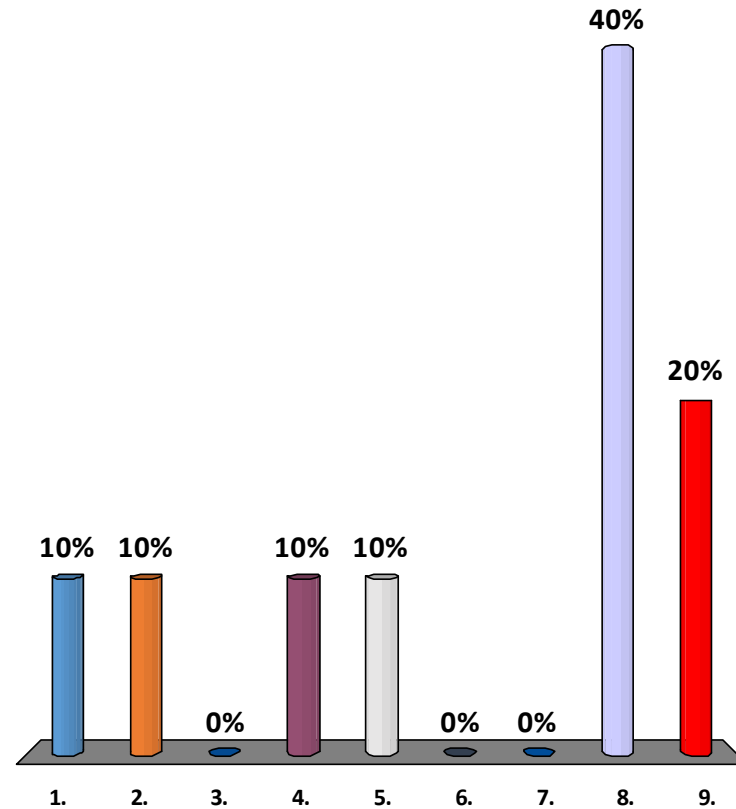
Celebration of Indigenous Knowledge

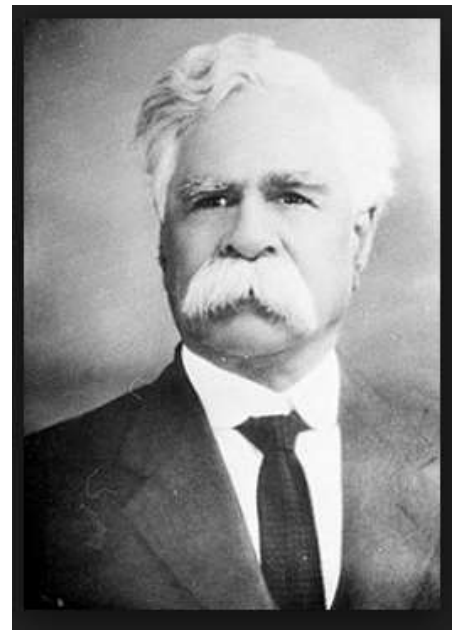
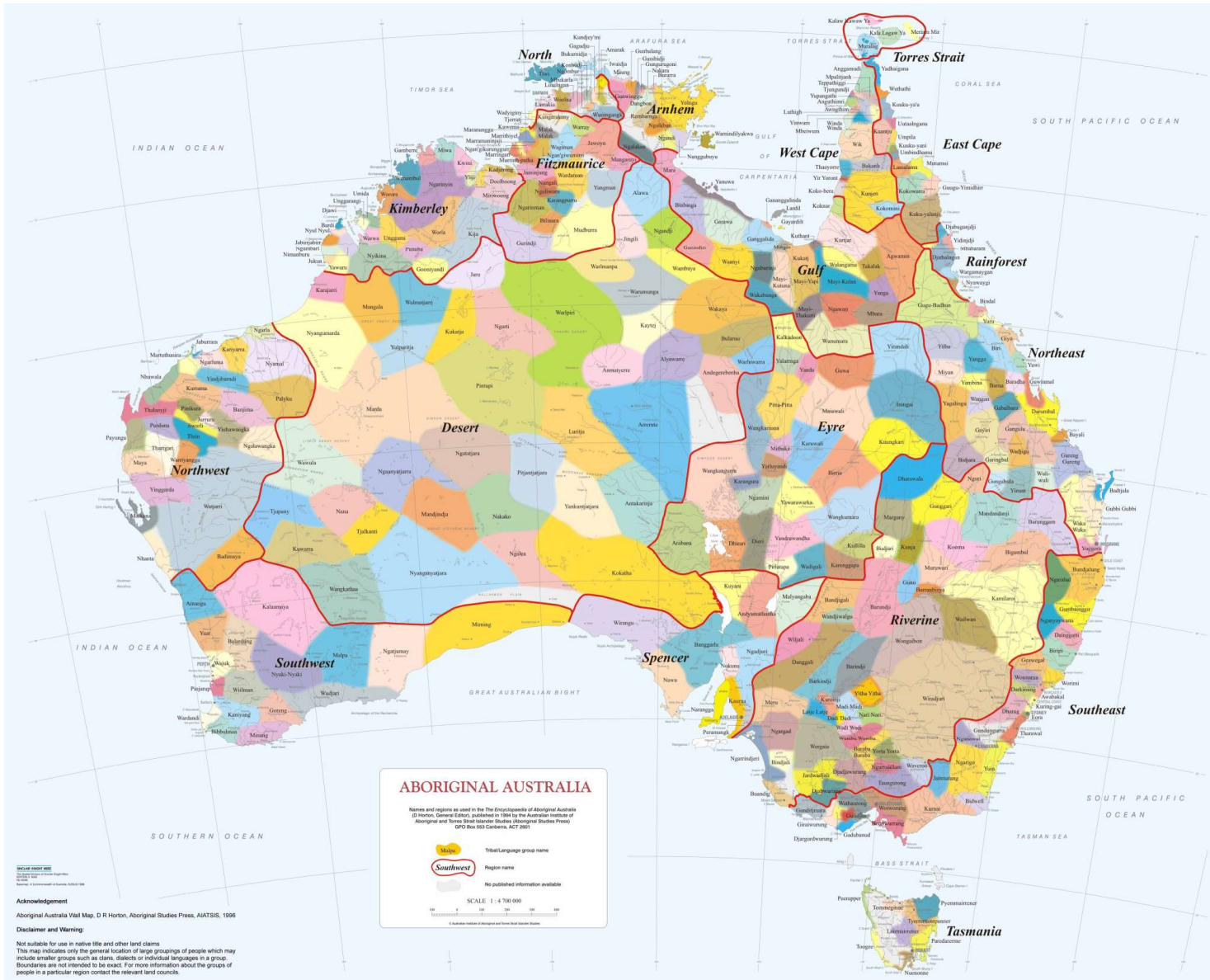
SIETAR 2019

Jane Lewis
CTC Facilitation
jane@janelewis.com.au

Which is the best sport?

1. Rugby
2. AFL
3. Soccer
4. Netball
5. Golf
6. Ballroom dancing
7. Cricket
8. None of the above
9. Zero interest in sport





William Cooper

Today's workshop



WHY

- Racism and Exclusion
- White Fragility

WHAT

- A framework and two tools
- Nothing brand new – refined and combined

HOW

- Videos
- Demonstration
- Conversations



Situation

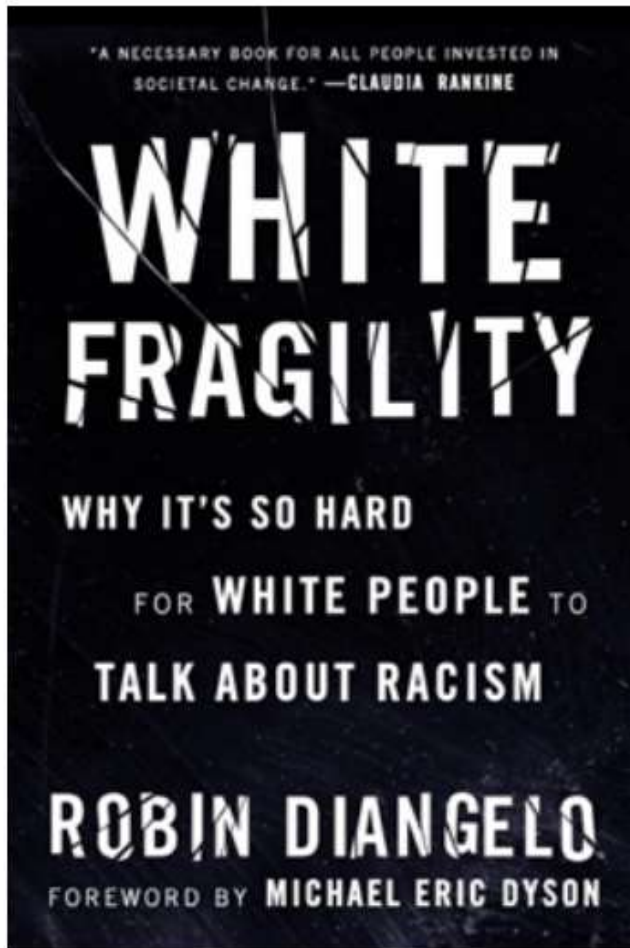
Potential
discomfort
ahead!



Benefit

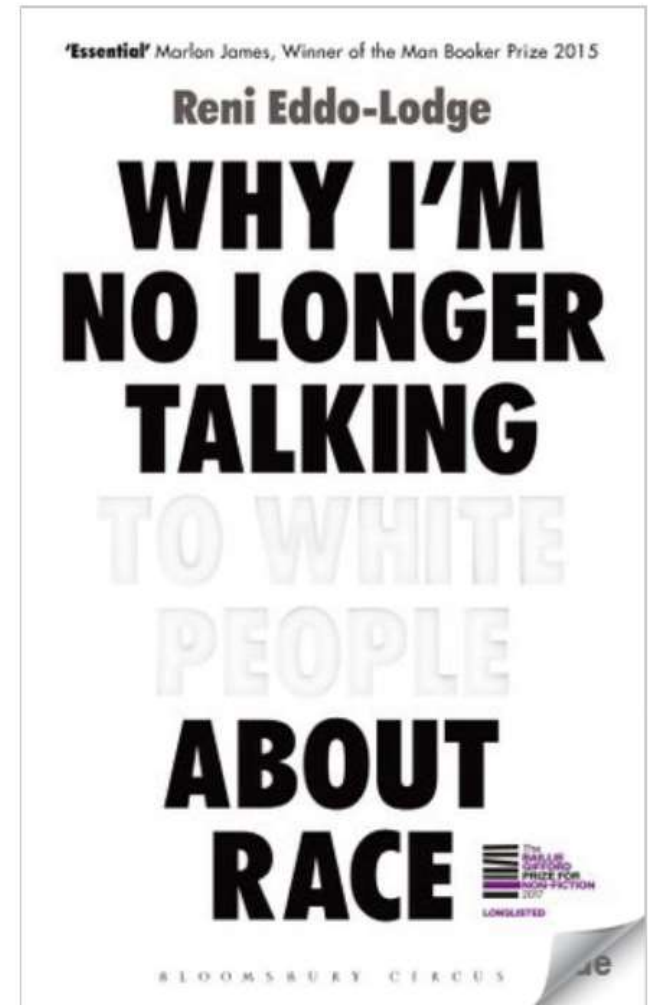
Reliable sign
of learning!

WHY



“Though white fragility is triggered by discomfort and anxiety, it is born of superiority and entitlement.

White fragility is not weakness per se. In fact, it is a powerful means of white racial control and the protection of white advantage.”



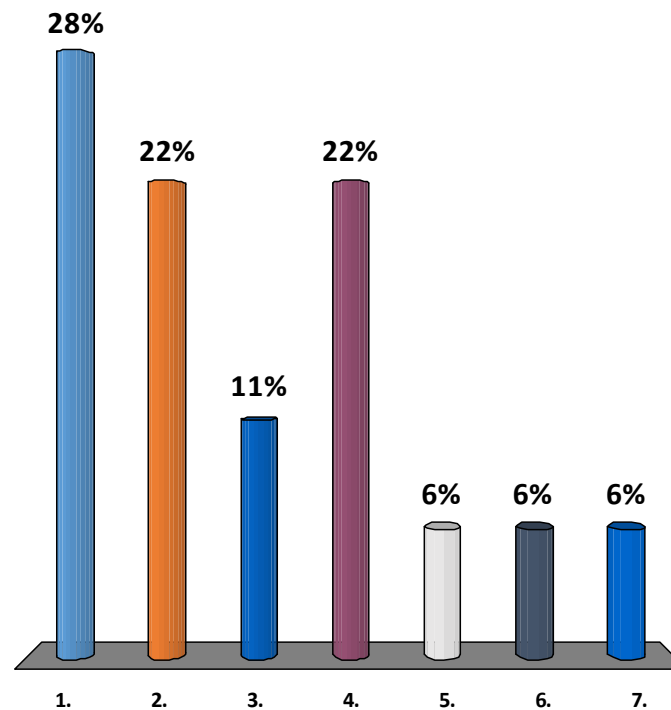


White Fragility In The Workplace | Newsbroke (AJ+) - YouTube

YouTube · Newsbroke

What did you think of the video? Choose 2.

1. Hilarious
2. Shocking
3. Too close to the bone
4. Brilliant
5. Embarrassing
6. White-bashing
7. Had already seen it



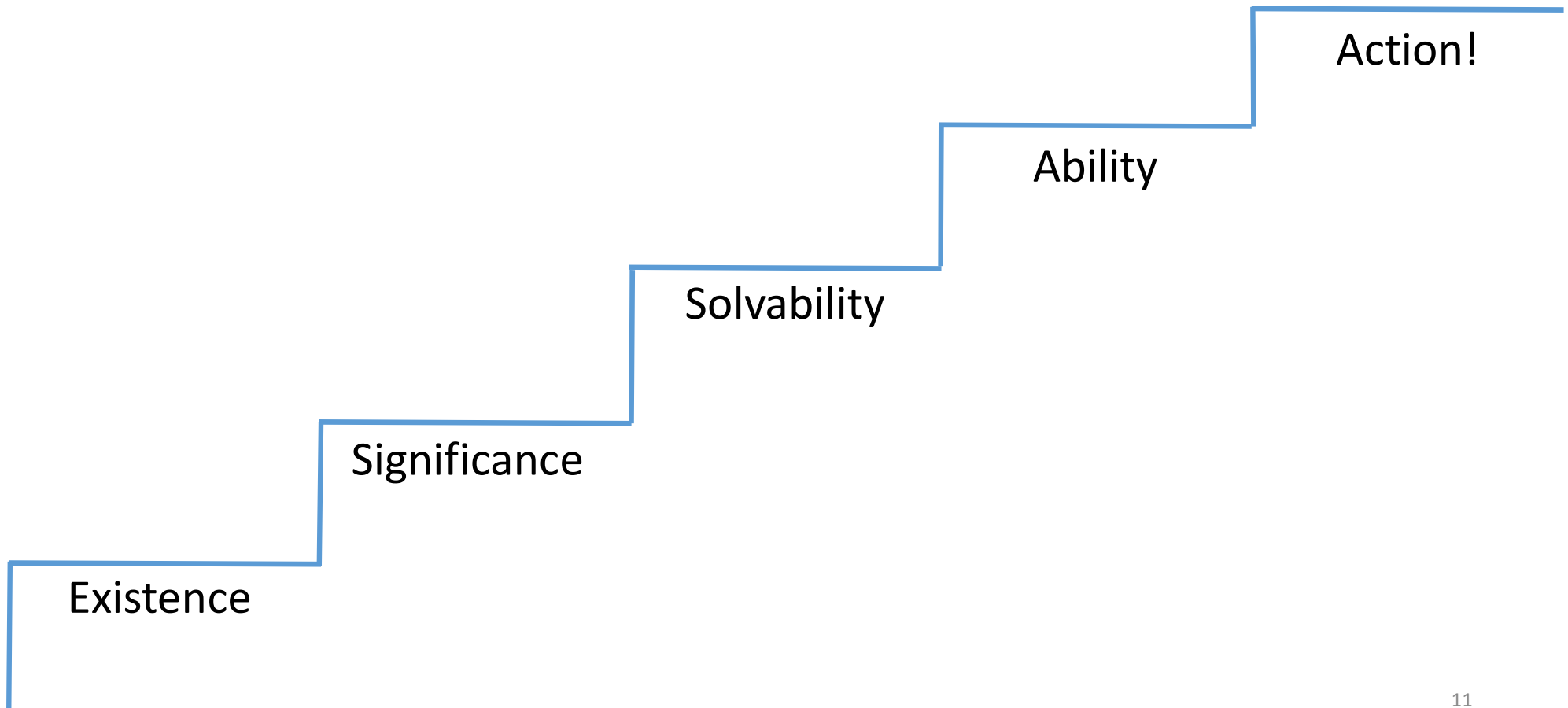
SILENCE



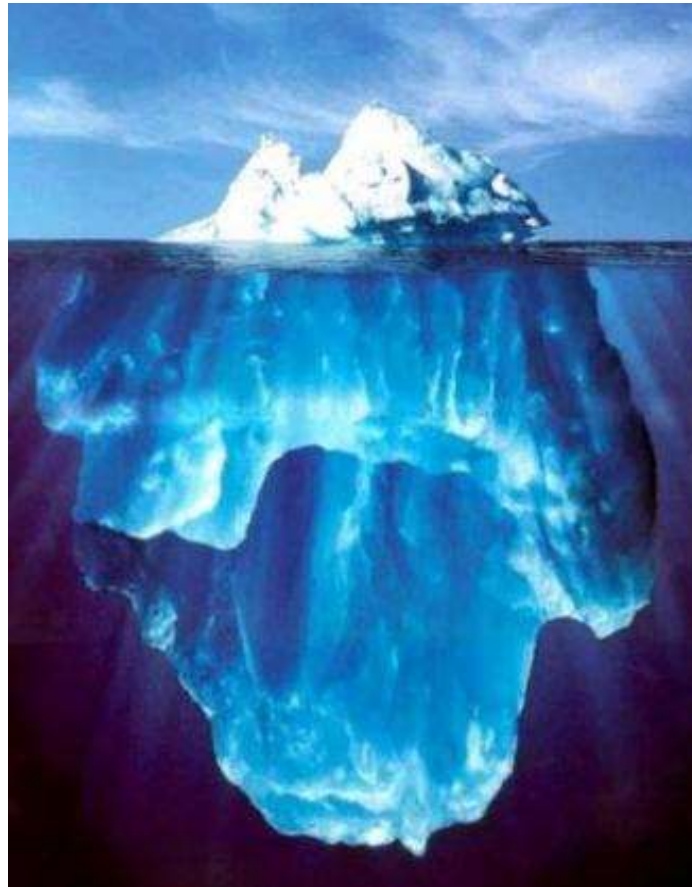
**MUTUAL
UNDERSTANDING**

WHAT

A framework for learning: Stages of denial



Diversity – visible and invisible



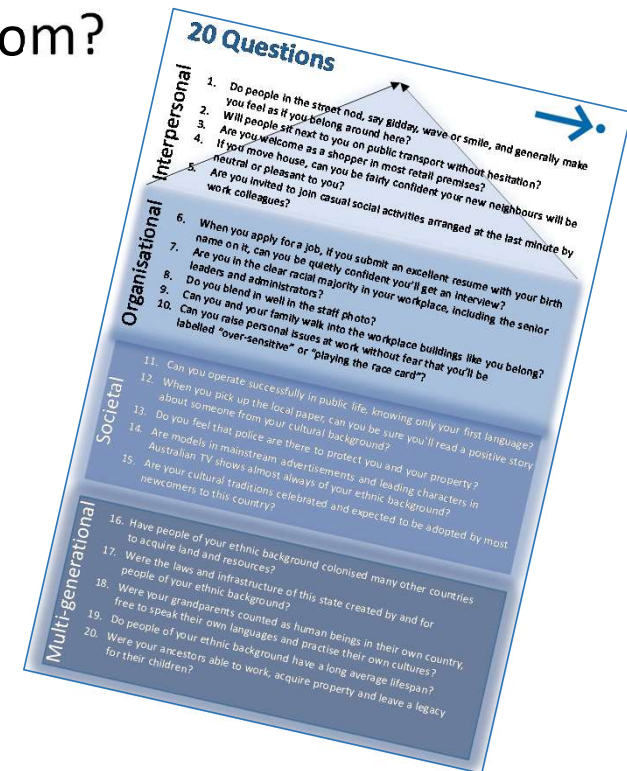
Contemplating exclusion, you might feel...



20 Questions

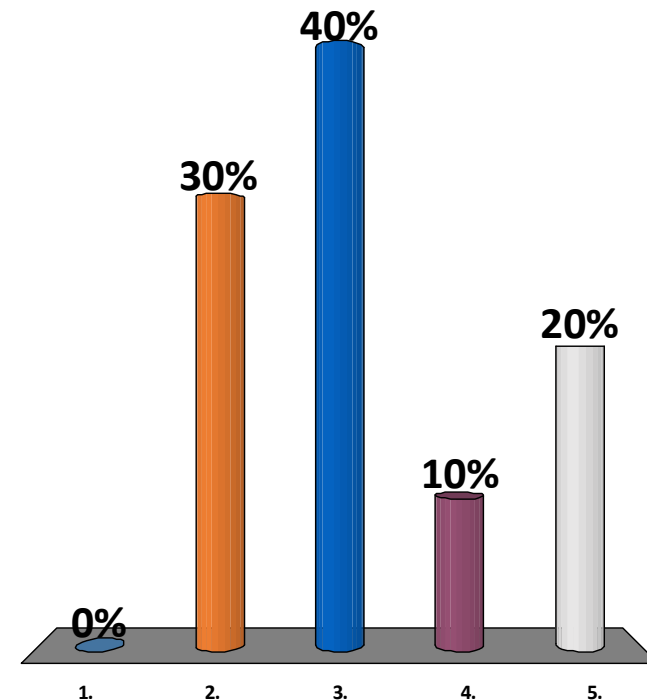


1. What did you notice about each group in the room?
2. What do those YES answers mean in life?
3. How do you think you would feel if you had a low number of YES answers in your life?
4. Whose human rights are being met?

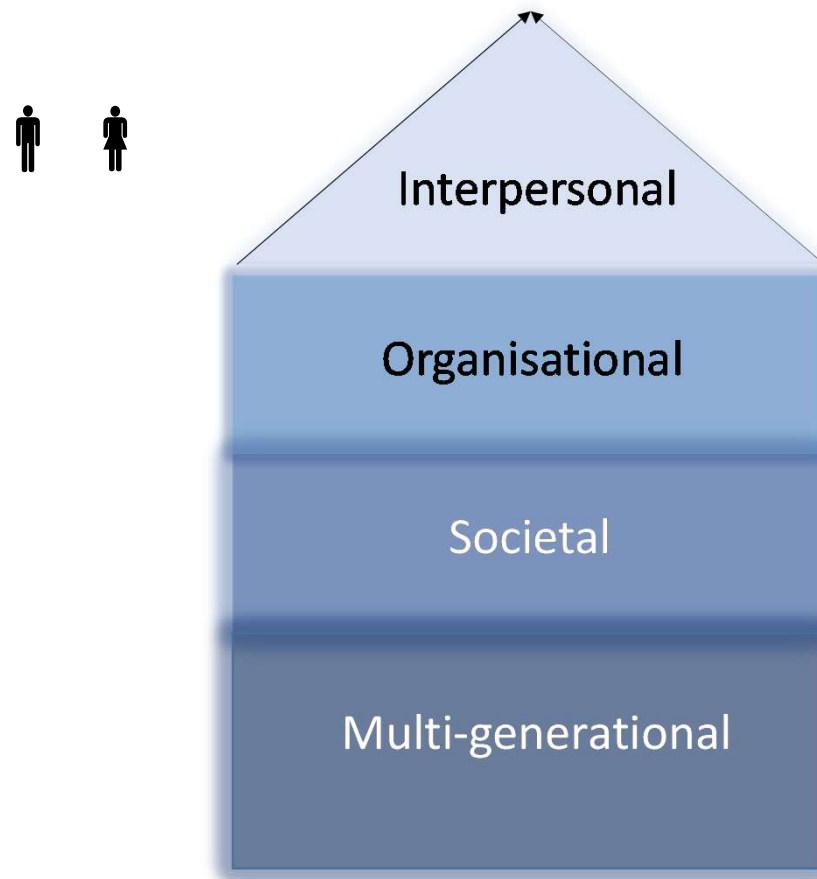


Which reaction is strongest for you now?

1. Denial – shock, avoidance, confusion, fear
2. Anger – shame, embarrassment, blame, frustration
3. Sadness – hostility, helplessness, depression, flight
4. Bargaining – reaching out to others, telling one's story, finding meaning
5. Acceptance – helping others, empowerment, able to laugh, moving on



Four levels of racism



Reverse racism...?

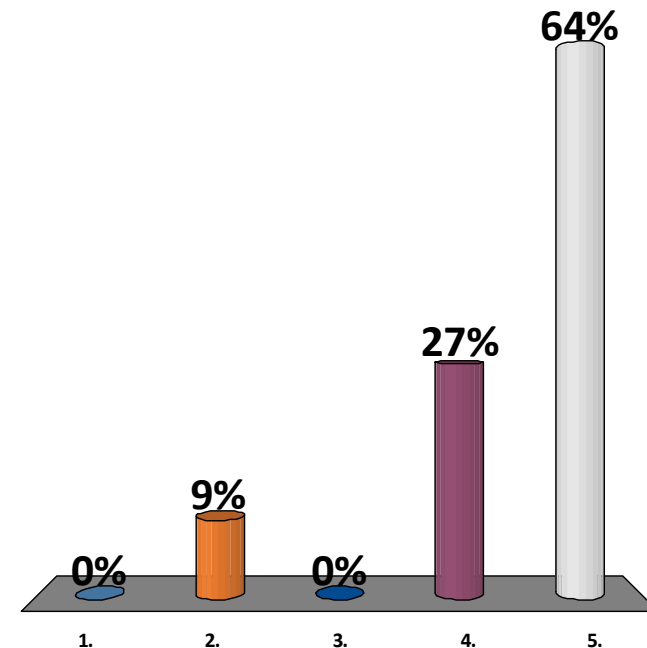


Aamer Rahman (Fear of a Brown Planet) - Reverse Racism - YouTube

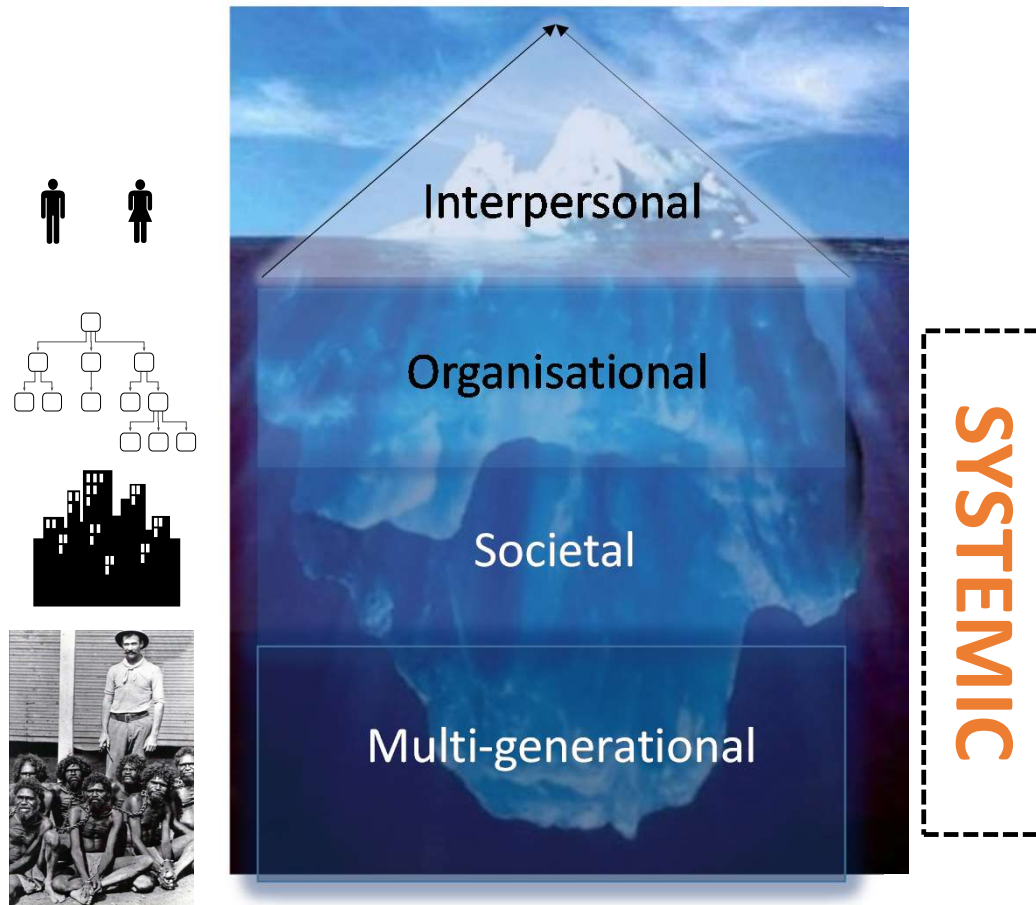
YouTube · FEAR OF A BROWN PLANET

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Four levels of racism

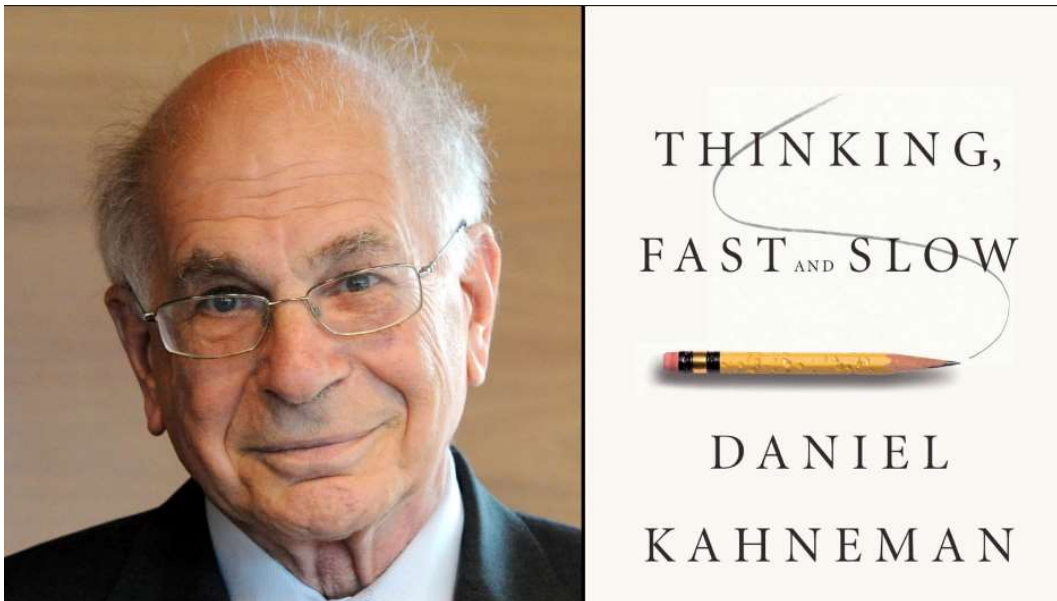




HOW to be a reflexive anti-racist

1. Know and unlearn our own biases
2. Bias-proof organisational processes
3. Skilfully point out others' biases
4. Join crowds for social change

1. Know and challenge our own biases



“A reliable way to make people believe in falsehoods is frequent repetition, because familiarity is not easily distinguished from truth.”







**Smart City –
Cloverton will be
home to 8 schools**

Cloverton

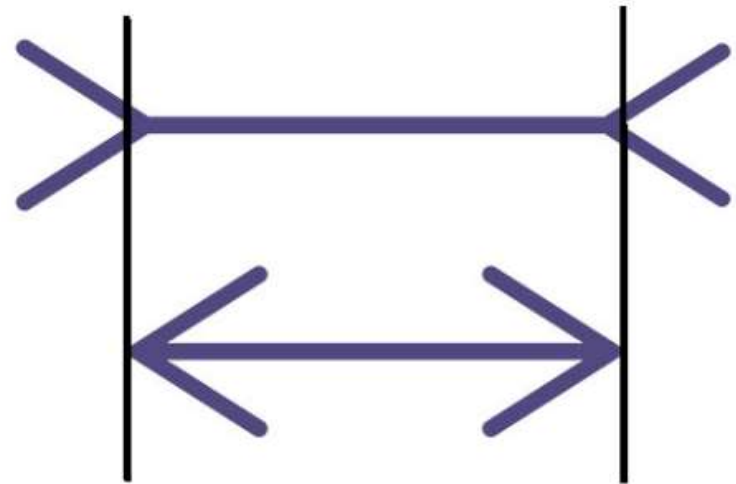
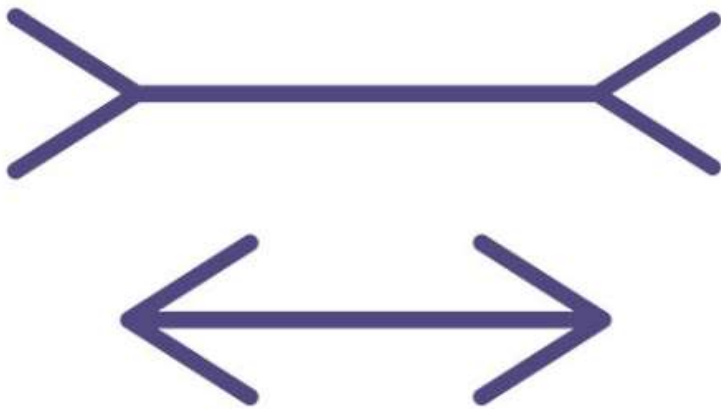
Call 13 52 63

 Stockland





Even when you know about the illusion, the top line still looks longer.



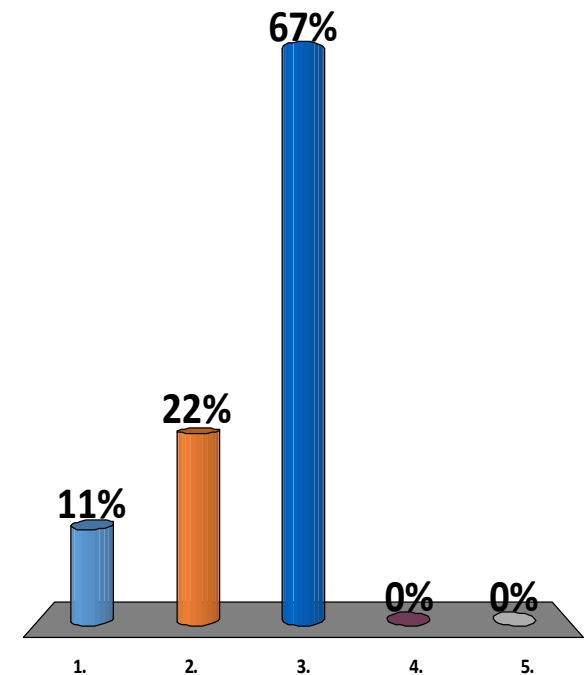
Stereotypes at play



<https://www.youtube.com/watch?v=tkpUyB2xgTM>

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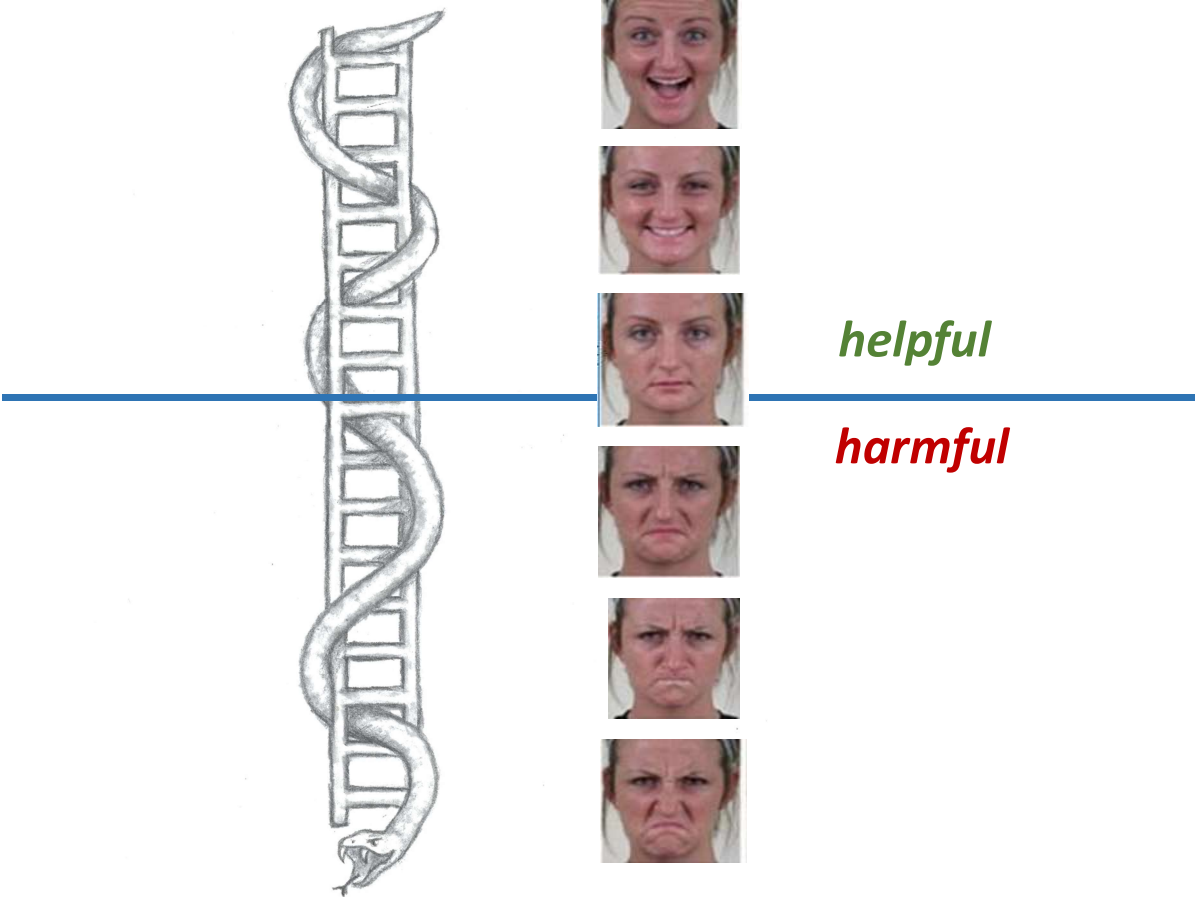


Some key human cognitive biases



- **Similarity bias**
 - Identifying with a group distorts our view.
- **Halo effect**
 - One positive or negative quality clouds our judgment.
- **Confirmation bias**
 - Once we've got an idea in mind, we fail to see contradictory evidence.
- **Affect heuristic**
 - We are slaves to our emotions.

Our emotions go up and down....



Climbing up the Scale



www.16guidelines.org



Questions and reflections...



Thank you for your participation!

Jane Lewis
CTC Facilitation