Anti-racism Learning (for home or groups) – NOVEMBER
Characteristics and Antidotes of White Supremacy Culture

https://www.showingupforracialjustice.org/white-supremacy-culture-characteristics.html

November - Quantity Over Quality
December - Worship of the Written Word

QUESTIONS TO CONSIDER WHILE READING:

Where is this characteristic in myself? How is it present in my life?

Where is this characteristic in our Fellowship?

How is it present in Unitarian Universalism?

How am I challenged by understanding this characteristic as part of White Supremacy Culture (WSC)? How is it surprising and/or obvious?

Which antidotes to this WSC are also present in myself and our Fellowship? What new ideas could employed to address this characteristic?

What are some ways we, as individuals and as a congregation, can understand more about this characteristic and countermeasures we can take to unlearn it *as our default*?

<u>101 Information on White Supremacy Culture:</u>

What is WSC?
https://www.showingupforracialjustice.org/white-supremacy-culture.html

Ten insidious examples of WSC:
https://everydayfeminism.com/2015/09/white-supremacy-everyday-life/

Quantity Over Quality

- all resources of organization are directed toward producing measurable goals
- things that can be measured are more highly valued than things that cannot, for example numbers of people attending a meeting, newsletter circulation, money spent are valued more than quality of relationships, democratic decision-making, ability to constructively deal with conflict
- little or no value attached to process; if it can't be measured, it has no value
- discomfort with emotion and feelings
- no understanding that when there is a conflict between content (the agenda of the meeting) and process (people's need to be heard or engaged), process will prevail (for example, you may get through the agenda, but if you haven't paid attention to people's need to be heard, the decisions made at the meeting are undermined and/or disregarded)

Antidotes: include process or quality goals in your planning; make sure your organization has a values statement which expresses the ways in which you want to do your work; make sure this is a living document and that people are using it in their day to day work; look for ways to measure process goals (for example if you have a goal of inclusivity, think about ways you can measure whether or not you have achieved that goal); learn to recognize those times when you need to get off the agenda in order to address people's underlying concerns