

**Anti-Racism Learning (for home or groups) – APRIL
Characteristics and Antidotes of White Supremacy Culture**

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

**April - Progress is Bigger/More
May - Objectivity**

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 be 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*?

101 Information on White Supremacy Culture:

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/>

Progress is Bigger, More

- observed in systems of accountability and ways we determine success
- progress is an organization which expands (adds staff, adds projects) or develops the ability to serve more people (regardless of how well they are serving them)
- gives no value, not even negative value, to its cost, for example, increased accountability to funders as the budget grows, ways in which those we serve may be exploited, excluded, or underserved as we focus on how many we are serving instead of quality of service or values created by the ways in which we serve

Antidotes: create Seventh Generation thinking by asking how the actions of the group now will affect people seven generations from now; make sure that any cost/benefit analysis includes all the costs, not just the financial ones, for example the cost in morale, the cost in credibility, the cost in the use of resources; include process goals in your planning, for example make sure that your goals speak to how you want to do your work, not just what you want to do; ask those you work with and for to evaluate your performance