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

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

**February - Power Hoarding & Fear of Open Conflict
March - Individualism**

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*?

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/

Power Hoarding

- little, if any, value around sharing power
- power seen as limited, only so much to go around
- those with power feel threatened when anyone suggests changes in how things should be done in the organization, feel suggestions for change are a reflection on their leadership
- those with power don't see themselves as hoarding power or as feeling threatened
- those with power assume they have the best interests of the organization at heart and assume those wanting change are ill-informed (stupid), emotional, inexperienced

Antidotes: include power sharing in your organization's values statement; discuss what good leadership looks like and make sure people understand that a good leader develops the power and skills of others; understand that change is inevitable and challenges to your leadership can be healthy and productive; make sure the organization is focused on the mission

Fear of Open Conflict

- people in power are scared of conflict and try to ignore it or run from it
- when someone raises an issue that causes discomfort, the response is to blame the person for raising the issue rather than to look at the issue which is actually causing the problem
- emphasis on being polite
- equating the raising of difficult issues with being impolite, rude, or out of line

Antidotes: role play ways to handle conflict before conflict happens; distinguish between being polite and raising hard issues; don't require those who raise hard issues to raise them in acceptable ways, especially if you are using the ways in which issues are raised as an excuse not to address the issues being raised; once a conflict is resolved, take the opportunity to revisit it and see how it might have been handled differently