

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

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

March - Individualism

April - Progress is Bigger/More

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/>

Individualism

- little experience or comfort working as part of a team
- people in organization believe they are responsible for solving problems alone
- accountability, if any, goes up and down, not sideways to peers or to those the organization is set up to serve
- desire for individual recognition and credit
- leads to isolation
- competition more highly valued than cooperation and where cooperation is valued, little time or resources devoted to developing skills in how to cooperate
- creates a lack of accountability, as the organization values those who can get things done on their own without needing supervision or guidance
antidotes: include teamwork as an important value in your values statement; make sure the organization is working towards shared goals and people understand how working together will improve performance; evaluate people's ability to work in a team as well as their ability to get the job done; make sure that credit is given to all those who participate in an effort, not just the leaders or most public person; make people accountable as a group rather than as individuals; create a culture where people bring problems to the group; use staff meetings as a place to solve problems, not just a place to report activities
- I'm the only one
- connected to individualism, the belief that if something is going to get done right, I have to do it
- little or no ability to delegate work to others

Antidotes: evaluate people based on their ability to delegate to others; evaluate people based on their ability to work as part of a team to accomplish shared goals