

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

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

September - Perfectionism

October - Sense of Urgency & Defensiveness

QUESTIONS TO CONSIDER WHILE READING:

Where is this characteristic in myself? How is it present in my life as a “default?”

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 characteristic 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/>

Characteristic: **Perfectionism**

- little appreciation expressed among people for the work that others are doing; appreciation that is expressed usually directed to those who get most of the credit anyway
- more common is to point out either how the person or work is inadequate
- or even more common, to talk to others about the inadequacies of a person or their work without ever talking directly to them
- mistakes are seen as personal, i.e. they reflect badly on the person making them as opposed to being seen for what they are -- mistakes
- making a mistake is confused with being a mistake, doing wrong with being wrong
- little time, energy, or money put into reflection or identifying lessons learned that can improve practice, in other words little or no learning from mistakes
- tendency to identify what's wrong; little ability to identify, name, and appreciate what's right

Antidotes: develop a culture of appreciation, where the organization takes time to make sure that people's work and efforts are appreciated; develop a learning organization, where it is expected that everyone will make mistakes and those mistakes offer opportunities for learning; create an environment where people can recognize that mistakes sometimes lead to positive results; separate the person from the mistake; when offering feedback, always speak to the things that went well before offering criticism; ask people to offer specific suggestions for how to do things differently when offering criticism