

# Dominant Culture Practices that Disrupt Authentic Space Sharing

## Perfectionism

How things look and appear are very important. Mistakes are not welcome, expected or celebrated. Things are meant to be.



## Individualism

It is believed that people work best individually, rather than collectively. Highest value is placed on self-sufficiency.



## Fear of Open Conflict

Problems and conflicts are seen as challenges to authority and dismissed or squashed.



## A Facilitator Can Activate Perfectionism by..

- Insist On sticking to an agenda even if it seems like its not working

●

●

●

## A Facilitator Can Activate Individualism by...

- Too much jargon

●

●

●

## A Facilitator Can Activate Fear of Open Conflict by...

- Being dismissive of participants ideas

●

●

●

# EXAMPLE

## Bad Habit

What is the white supremacy characteristic habit you would want to work on?

Being attached to an exact timeline - not allowing time for questions

Going on and on

(Individualism, Perfectionism)

## Pivot

What are some pivots you can make?

Leave some room for participants to share agenda topics and needs

Pause and ask for comments and questions more often

Start with participants voices

## Value

What is the value you hold that makes you want to make this change?

Inclusion

Collaboration

Shared Power/Space

## Agreement

What is an agreement you can make in the room to help transform this behavior?

Ask someone to be a timekeeper for me when I am talking

Invite that person to come off mute and interrupt when I go past 5 minutes

## Bad Habit

What is the white supremacy characteristic habit you would want to work on?

## Pivot

What are some pivots you can make?

## Value

What is the value you hold that makes you want to make this change?

## Agreement

What is an agreement you can make in the room to help transform this behavior?

# Think about your group and think about the values they would prioritize.



**Self Love**

**Honesty**

**Challenge**

**Liberation**

**Self-Compassion**

**Persistence**

**Black Joy**

**Growth**

**Accountability**

**Respect**

**Compassion**

**Dismantle**

**Cultural Humility**

**Acknowledgement**