

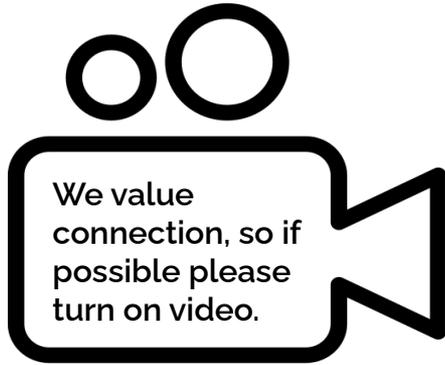
Today's Team

Aminta

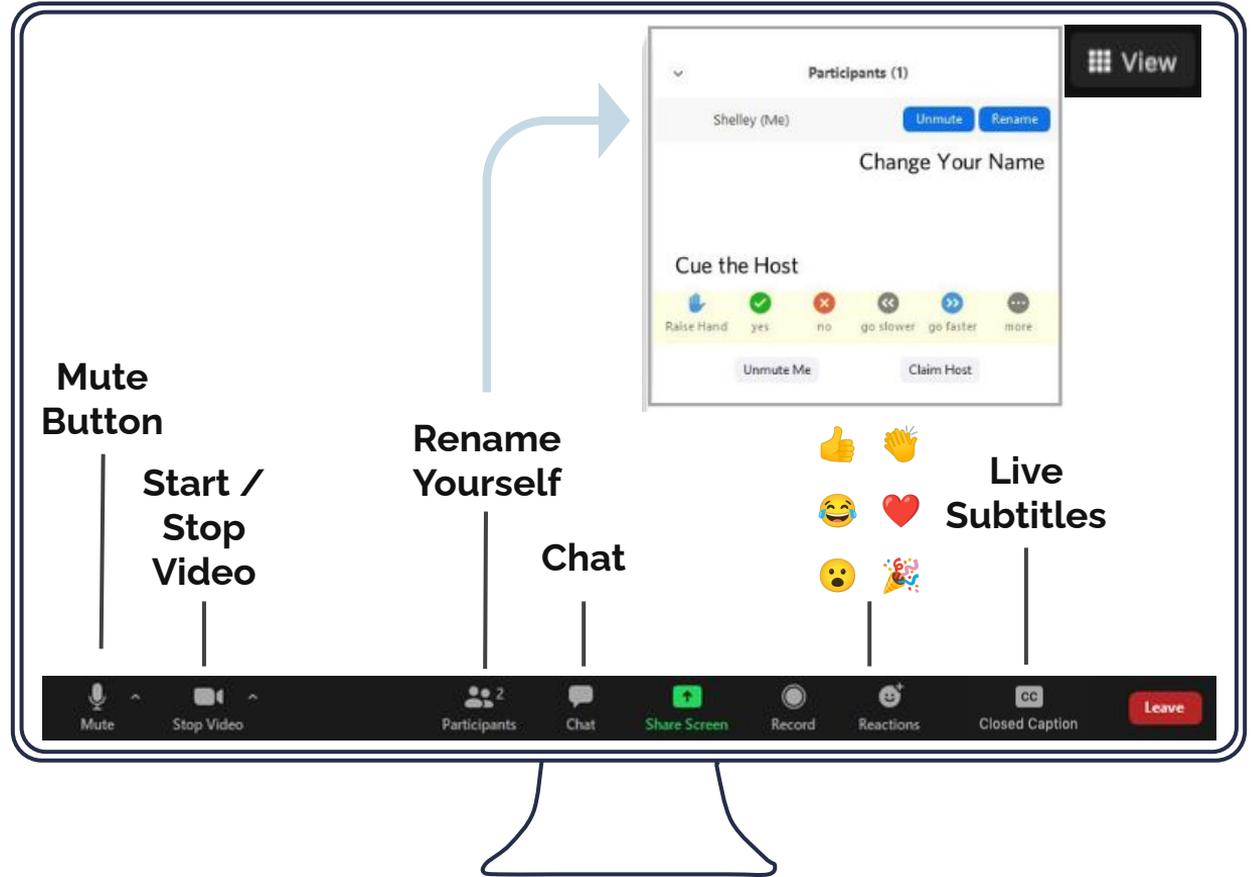
Rooben

Naima

Zoom Features: Computers & Laptops



Switch between Gallery and Speaker View



Cultivating Our Virtual Space With...



Accessibility



Interdependence



Abundance



Closing

**Antiracist
Supervision**

**Characteristics
of White
Supremacy
Culture**

**What About
Power?**

**Welcome &
Warm Up**

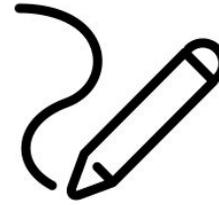
Warm Up: Picture This



Grab a pen
and paper



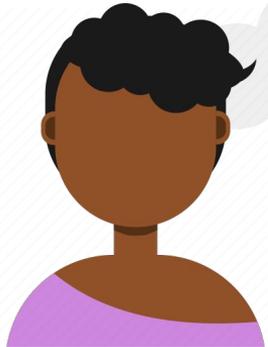
We need a
volunteer!



Draw what the
volunteer
describes. No
questions for
now!



DEBRIEF



Add text

Add text

Add text

Add text

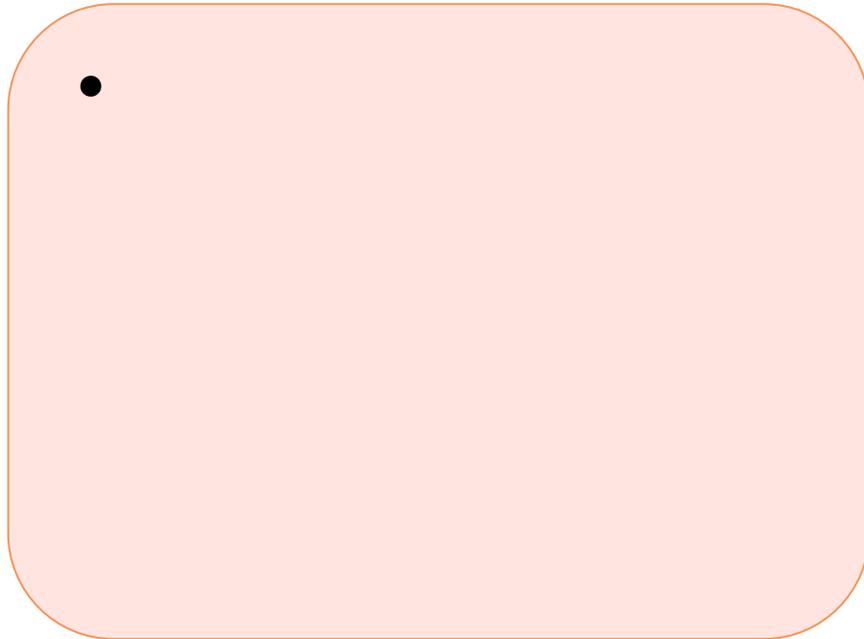
Add text

Add text

What came up for you?

Defining Success

How was success defined in this activity?



How ELSE could Success have been defined?

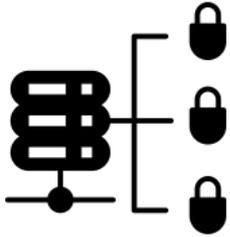


The background features a white sky with three stylized orange clouds at the top. The bottom half of the image is dominated by a large, wavy orange shape representing a landscape. Two dark green, leafy plants are positioned on the left and right sides of this orange area. The text is centered in the upper half of the image.

**What are some of the
ways a supervisor holds
power?**

What are some ways a supervisor holds power?

Power of Security



Power to Assess Value and Evaluate



Power to Invite Feedback or Not



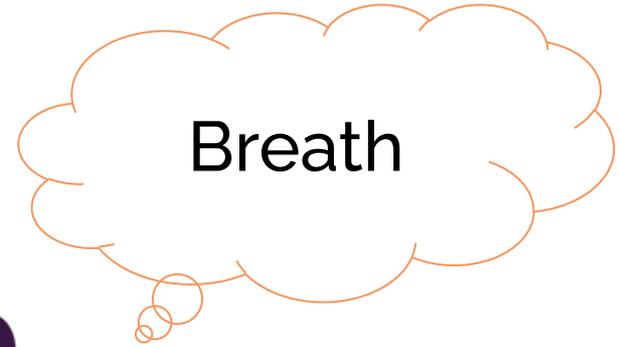
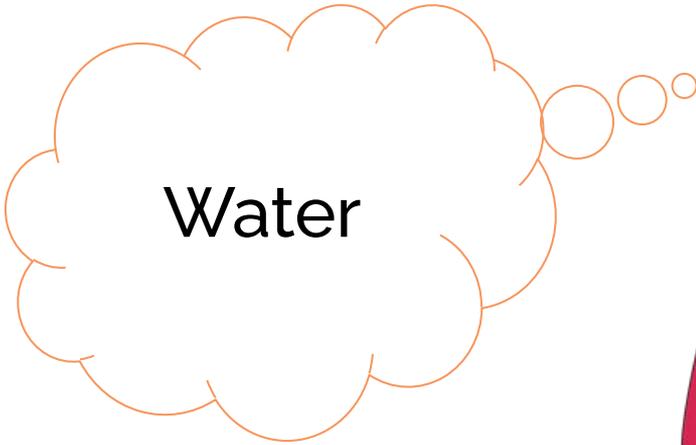
Power of Information



Power to Integrate Feedback, or Punish the Giver



Break



Antiracism Defined

"Antiracism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably."

- Alberta Civil Liberties Center



What We Believe

White Supremacy

Racial Superiority

White-bodied people are better, deserve better, and have the right to do whatever is needed to claim what they are entitled.

Every Day Racism

Race Neutrality

That race, identity and culture play no role in creating the conditions we experience today. It is all individual choices and behaviors.

Antiracist Pivot

Race Clarity

Unpack how our racial identities play a role in experience on a team, professional identity and interaction with systems.

The Characteristics of White Supremacy Culture

From Dismantling Racism: A Workbook for Social Change Groups

by Kenneth Jones and Tema Okun, ChangeWork, 2001

Individualism

It is believed that people work best individually, rather than collectively. Value is placed on self-sufficiency, efficacy and economizing of time and resources in completing work.



Sense of Urgency

It is more important to keep things moving and take on more work than to slow down, step back to re-prioritize, or take care of oneself or others. The important can be sacrificed for the urgent.



Paternalism

Those with power feel authorized to think and act on behalf of those without power.



Quantity over Quality

Things that are measured are prioritized, examined and discussed. People's emotional needs or attention to process are secondary to concrete outcomes.



Let's Work this Muscle!

1

Click on the Link in the Chat. Make a Copy.

3

Work through Steps 1-3



2

Read the Scenario in the Handout.

4

Discuss your thinking with your Group.

Scenario: A Staff member says that as the organization figures out its work and tries to survive during the pandemic decisions are being made quickly, without them. They are being assigned tasks with no opportunities for input, feedback, or co-design.

Step 1: Conduct an Empathy Interview

Get non-defensive about the challenge areas. Put yourself in this person's shoes. How must they feel? What do you imagine they need?

Step 2: Bring in a Social Justice Analysis

Analyze the role of dominant culture. What role do the following dominant culture practices play in creating this challenge?

- Individualism
- Sense of Urgency
- Paternalism
- Quantity over Quality

Step 3: Design

Get creative! What transformative practice or system could shift this experience and the experience of your organizational culture?

Scenario: A staff member says that as the organization has had to figure out how to operate with ongoing staffing shortages, high rates of staff absence and constantly changing conditions due to covid precautions/regulations that staff are being asked to give input, make decisions, participate in co-designing the program, and take on more work and responsibility.

Step 1: Conduct an Empathy Interview

Get non-defensive about the challenge areas. Put yourself in this person's shoes. How must they feel? What do you imagine they need?

Step 2: Bring in a Social Justice Analysis

Analyze the role of dominant culture. What role do the following dominant culture practices play in creating this challenge?

- Individualism
- Sense of Urgency
- Paternalism
- Quantity over Quality

Step 3: Design

Get creative! What transformative practice or system could shift this experience and the experience of your organizational culture?

Scenario: Write your own!

Step 1: Conduct an Empathy Interview

Get non-defensive about the challenge areas. Put yourself in this person's shoes. How must they feel? What do you imagine they need?

Step 2: Bring in a Social Justice Analysis

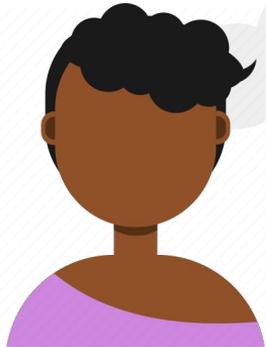
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- Individualism
- Sense of Urgency
- Paternalism
- Quantity over Quality

Step 3: Design

Get creative! What transformative practice or system could shift this experience and the experience of your organizational culture?

DEBRIEF



Add text

Pause, Pause, Pause

Reprioritize
constantly

Add text

Add text

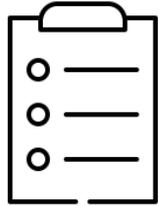
Ask questions

Sense of Urgency,
takes lots of time
and energy to keep
going, and can be
done without!

What came up for you?

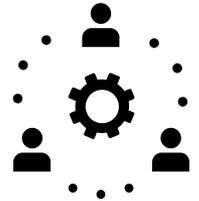
Competencies of an Antiracist Supervisor

- Demonstrates the ability to grow, mentor and invest in staff different than them.



- Reflects on ways dominant culture practices hinder or support employee performance, and sets criteria for staff development using transformative practices.

- Builds a staff development plan that includes a racial context analysis and builds on staff gifts.



- Designs organizational systems and structures to support staff, rather than expecting them to be successful independently, or to work out challenge areas alone.



What Do I Do Next?

- Review the characteristics of white supremacy culture and actively **SEEK OUT** examples in your organization.



- Use the handout to take some time to imagine a supervision challenge and work through the antiracist pivots.
- Integrate Competencies of an Antiracist Supervisor.

Thank you for coming!

Your feedback is gold! Please fill out the short survey in the chat.



Look out for our **follow up email** with the session materials.

Choose a picture that reflects how you are now,
as we close.

1



2



3



4



5



6



Post Session Facilitator Debrief

Click here to make a **copy** of the Facilitator Debrief template:

<https://docs.google.com/document/d/1FGfTlGDS4auQTHm4xCwR1DZTZgxrazU02-zanVrRolc/copy>

Or click here to open the **parent** template:

<https://docs.google.com/document/d/1FGfTlGDS4auQTHm4xCwR1DZTZgxrazU02-zanVrRolc/edit>

Note: This template is shared with BTCC folks only - you will need to share with external consultants.

