

Diversity Dialogue #2: Challenging White Male Privilege

Participants were asked to have a discussion at their tables and text their responses to the following question: **What can we/I do? What can/should White men do?**

Here are the Participant Poll Responses:

- Lord of the Rings is set in a fictitious world... why are all the actors in the movies white?
- Caucus: talk with other white men so we can help each other examine our privilege without causing hard.
- Having an awareness doesn't mean you can understand because you haven't experienced it. This process can be difficult
- Get ruthless in examining my dependency on WP
- How do you shift the perceptions? Men being the bread winners and women being the homemakers? Times have changed. Often women are the ones who are the pr
- Challenge the opinions white people
- Be as careful to offer the services we offer to the public to our own employees
- Stop assuming that how it is for me is how it is for the rest of the group.
- The organization should want you to be yourself
- Allyship is between people who hold the privilege to help each other recognize oppression and wake each other up.
- Stop and consider if I am taking my own privilege for granted
- why is the perception different when one person says the same thing
- You have to be intentional and have the uncomfortable conversation
- Actively include others
- How do you change someone else's perceptions of you without changing who you are you?
- Understand the unfairness of it all but don't give in to it
- What stage of development is our organization in within the context of diversity
- Continue learning and thriving for more
- Stop tuning out and be more engaged
- How do we have to modify our culture in order to allow women or people of color to thrive - it's not about skills because everyone has the skills
- How does it feel to know that you never worked for everything and everything was given to you because you are white and male?
- Make room at the table
- Work to understand your own biases
- Stop assuming your way is the right way
- Start: be open minded
- Stop ignoring bad behavior

- What is it like to work for an all white organization when you're not white - it takes a lot of energy - it takes a lot to survive - never mind thrive
- Stop interrupting others
- Actively support and remove obstructions for others on the people mover
- STOP IGNORING REALITY!!
- Continue, the discussion by hosting a conversation at our offices
- Start: be conscious
- Being OK with hearing how others are MAD about the impact of my privilege. And not needing to fix their anger. Just listen.
- Have an intellectual and authentic curiosity on learning more about the topic and encourage dialogue to increase inclusion.
- Embrace diversity when looking at new job descriptions instead of trying to make job gender neutral
- Don't be a bystander
- Stop: don't assume
- Be willing to discuss questions about white male privilege
- Start, Recognizing Bias and its connection to WP
- Become allies to women and people of color
- Start - being aware of your privledge
- Stop telling myself it's bigger than me, what impact can I'm really have?
- Even the playing field through policy
- Continue releasing my attachment to being comfortable; get ok being uncomfortable.
- Listen and affirm the experiences of others instead of dismissing them
- Give away control
- Understand they have privilege and others do not - awareness is critical.
- Open discussion
- Show the data to prove it exists
- Lend legitimacy by reiterating and restating the points others make while giving them credit for their ideas
- Start examining my dependency upon WMP and systemic oppression.
- Reach out
- Make Space