

Good Morning!!

Please sit at a table

Take a moment to write down any current
“concerns/curiosities/wonderings”
on the chart paper at your table.
We will use that for our icebreaker!

Mending the Broken Trust Between Black and White Women

Dr. Kami J. Anderson and Dr. Joy L. Wiggins

Agenda

1. Icebreaker/Introductions
2. Discussion Guidelines and Introductions
3. Cultural Timeline Activity
4. Fish Bowl Activity
5. Concluding Activity
6. Action Plan/Next Steps

Objectives

- Gain greater awareness of how to mitigate the role sociocultural history plays in relationships between Black and White women
- Identify their personal role in dismantling the systems that prevent effective dialogue across racial and ethnic identities
- Know the elements they can draw on to build more positive relationships across difference
- Craft action steps to better engage with and support women (and men) different than themselves
- Indicate their commitment to educate themselves further

Activity and introductions

What you might
not know about
me by looking at
me...



Yarn Activity

At your tables, you will pass around the ball of yarn.

- Leave the chart paper on your table
- Then, state something about yourself (for example, “I am a parent.”).
- Members of your table will raise their hands if they also identify with your statement.
- Toss them the ball of yarn.
- Continue until you have a complicated web.



When your web is “complete,” volunteers
will place your now “balled up” chart
paper of
“concerns/curiosities/wonderings” on
your web.

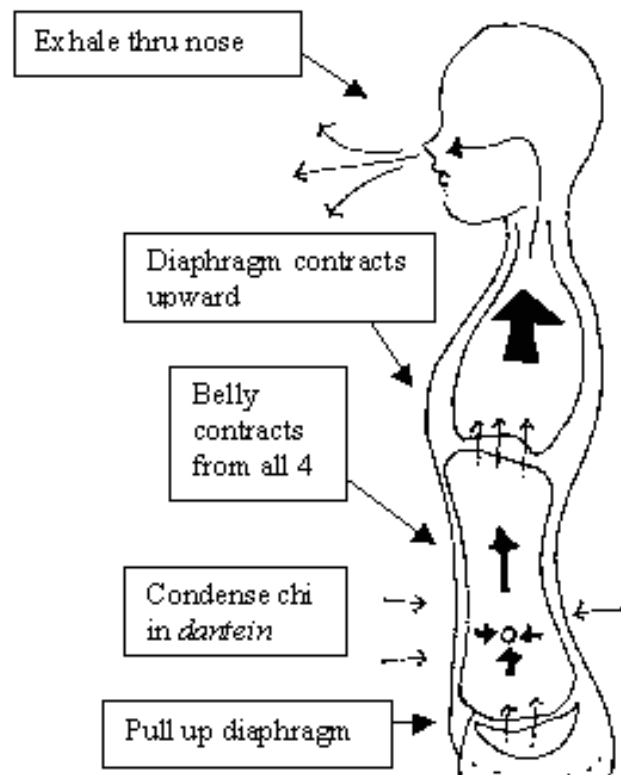
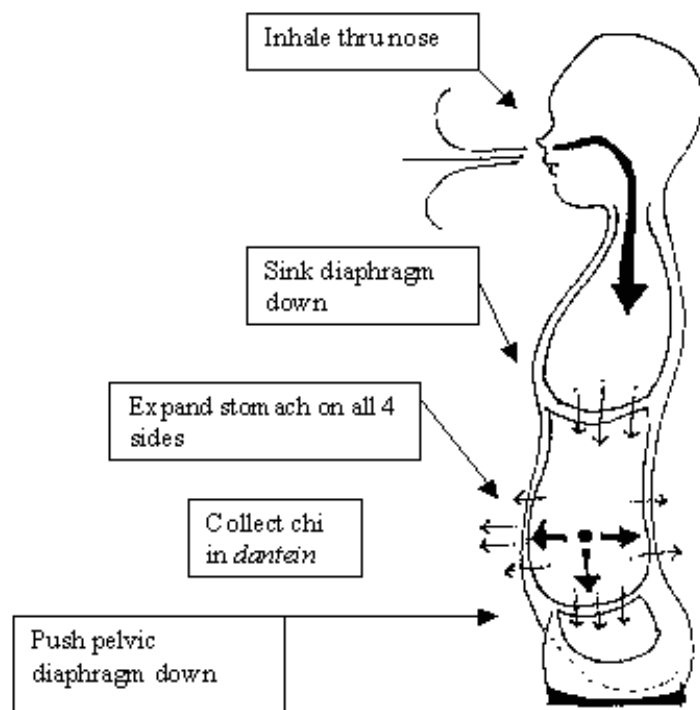
Cultural Humility

**A lifelong process of self-reflection,
self-critique, and commitment to understanding
and respecting different points of view, and
engaging with others humbly, authentically and
from a place of learning.**

Guidelines for Discussion

- Stay engaged
- Speak your truth
- Experience discomfort
- Expect and accept non-closure
- Listen deeply, courageously and kindly
- Embody LOVE but recognize strong emotions with curiosity
- Be humble
- Understand your impact rather than just your intent
- Breathe...

The power of your breath



Parking Lot

Use the chart paper on the Pillars in the room for capturing any concerns/questions you want to make sure to discuss during our time this morning

Cultural Timeline Activity

Cultural Timeline Activity

Please review the list of “significant events” on the Cultural Timeline Worksheet (pp. 13-14)

- 1) Identify the three that have been most impactful to you personally
- 2) As a table, choose one that impacted all of you significantly
- 3) Create a nonverbal movement/expression that demonstrates the impact

We will provide an example for you.

Cultural Timeline - Significant Events

- “The Talk”- based on gender and race (examples - Sex Ed, how to function and move as black person in this world)
- Queerness along cultural lines (i.e. religion, body type, self-worth)
- Mass shootings/School Shootings
- “Je Suis Charlie”
- Working mother movement (Mr. Mom, 9-5, Baby Boom, Norma Rae)
- Black Nationalist movement (I’m Black and I’m Proud, Gil Scott Heron, Afros and Afro picks)
- Mike Brown
- Starbucks incident
- BBQ Becky, Permit Patty, Dorm room Deborah
- Colin Kaepernick
- ‘92 Uprising (LA Riots, Rodney King)
- OJ and Nicole Brown Simpson
- Fat Shaming/BBW (Big, (Beautiful) Black Woman)
- White women’s tears/Slave master’s wives/White women slave masters
- Jussie Smollett/Emmett Till
- Flint (environmental racism)

Cultural Timeline - DEBRIEF

- 1) Why did you choose the event that you chose?
- 2) What parts of your identity are the most salient to the experience you chose?
- 3) What were some of the similarities and differences of the folks in your group?
- 4) What events challenged your way of thinking of an issue or event? In what ways that you have previously or currently been challenged? Find out more. Looking at all sides/perspectives to develop their own opinion. Who was for and against that behavior?

Break Time

On the notecards provided, write a scenario that has affected you or caused you to not feel trusted or protected by Black or White women.

Fish Bowl Activity

Scenario #1

Fish Bowl Activity - Questions to Ponder

- What have been our experiences working with black/white women and how might the sociocultural history impact the ways those relationships affect our workplace?
- What would have been great would be...
- Had this person known this about me ... or
- Perhaps had I felt comfortable enough to share...
- How might we solve it?



**Let's reframe this incident.
What are some clear places to self-
correct?**

Scenario #2



**Let's reframe this incident.
What are some clear places to self-
correct?**

Scenario #3

Now it's your turn. At your tables, reframe this scenario.



**Let's reframe this incident.
What are some clear places to self-
correct?**

Fish Bowl Activity - DEBRIEF

- 1) What did you think about the various options to reworking the interactions?
 - a) Is there one that feels more comfortable for you? What about it made it comfortable?
- 2) How can this activity be applied to your own interactions in the future?

Concluding Activity

- There are things we do not know about people just by looking at them
 - Before Joy and I began writing together, we would have never imagined the friendship that has now emerged
- There are historical contexts that impact our relationships
 - Having a true understanding of the feminist movement, like we outline in our book is a great start to having a stronger context
- These things impact the nature of our communication and interactions with others.
 - How did your personal experiences dictate how you interact with other women?

Here are some other things to think about...

Self-Correcting Behaviors

- Reflect on your language and behavior
- Pause and breathe if you think you may be sending a micro-message
- Reflect on why you think a certain thing about someone, what's the history behind that thought?
- Internally reflect and change your words and actions
- Check in with the other person to see their interpretation
- Apologize and continue to check in with how you change the thoughts and actions behind the behavior

Before entering a context...

80% of all communication
is nonverbal

- Know the collective history of the people and space (colonialism, sexism, discrimination based on language, segregation etc)
- Understand your and other people's positions of power in the particular context you are occupying.
- Be more committed to the relationship than you are to your own comfort (dominant groups)
- Understand how social memberships-race, class, gender affect how you are perceived and how you perceive others

While within the context be aware of...



Being defensive/offensive

Your language and behaviors

Being/Feeling misunderstood

Being/Feeling belittled or dismissed

Being/Feeling rejected

Being/Feeling accused

Being/Feeling exposed

Being/Feeling tired or fatigued

Not being courageous

Action Plan/Next Steps (Pg. 29 in Booklet)

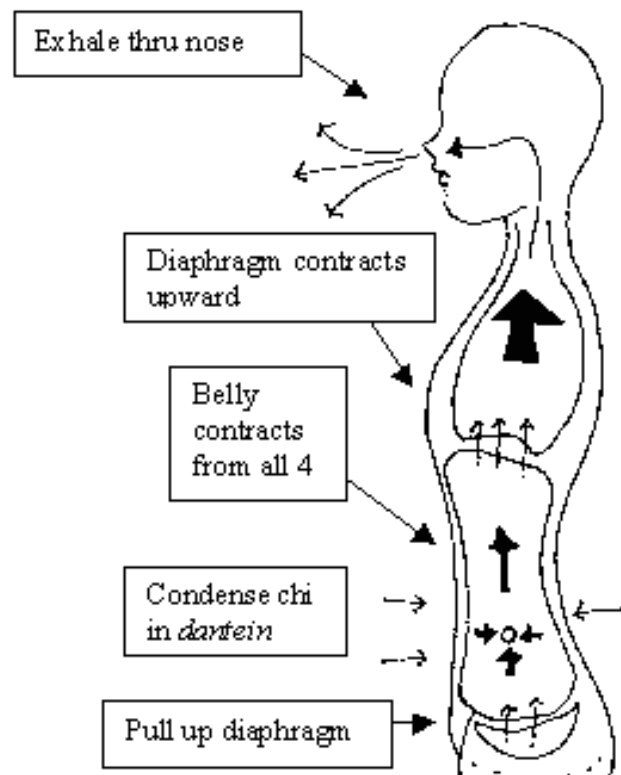
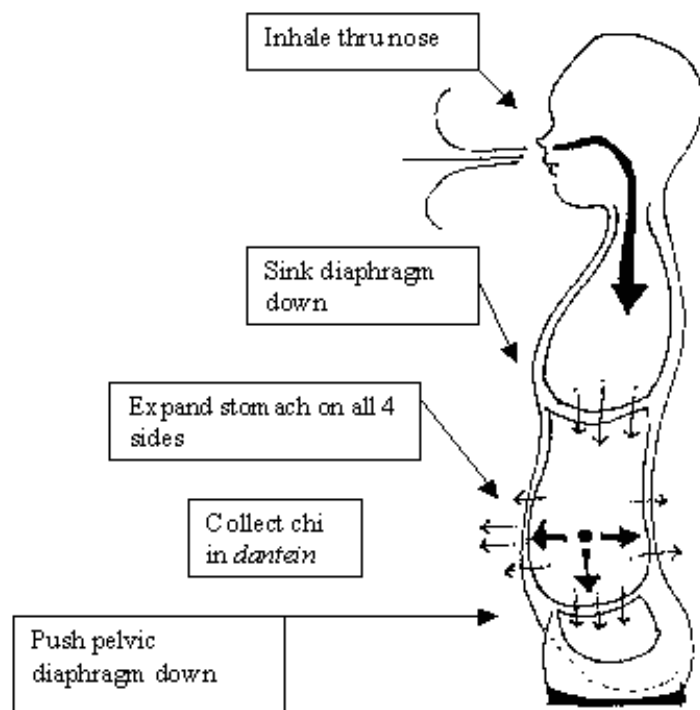
- What do you see as an opportunity for growth in the relationships between Black and White women, or with other women, in your workplace?
- What's your role in creating that opportunity?
- What's the first step in making that a reality?
- Who are your allies in making this happen?
- Or are you the ally?
- Who can help you get this rolling in 6 months?
- What do you need to make this sustainable? What will it look like in a year?
- Check with HR, what are some limitations you might have to start an affinity group?
- Do you have space for WOC specifically?
- Do you have space for women managers?
 - What would it look like to create it?
 - How would you assess it?

Q&A

What other burning questions do you have for us?

The booklet and other resources

The power of your breath



Contact us

Dr. Kami J. Anderson

sojourningwhileblack@gmail.com

www.kamijandersonphd.com

Dr. Joy L. Wiggins

joy@joywiggins.com

www.joywiggins.com