

Concerns, Curiosities & Wonderings: Submitted during the exercise

As part of the Morning Session, presenters Kami Anderson, Ph.D., and Joy Wiggins, Ph.D., invited participants to post on a chart page on their tables, any “concerns, curiosities and wonderings” they had about the topic of today’s session. The following are comments that participants recorded on their charts. Although these comments were used in a different way in the exercise, we retrieved them to share them with the participants and the presenters. Some of these issues were addressed during the workshop. We are sharing these comments for two reasons: 1) that you, as a participant in this session, can reflect on them in terms of the concepts and insights presented and learned at the session, and 2), that you will continue to address these issues with other women in your organization.

- Came to listen
- Network
- How can I do more to continue to build more trust with black women as a white woman ally?
- Want to be a better friend, colleague, ally to the women I know?
- Want to understand context of how we came to where we are
- What do I need to do or be to change the world around me and create safe, trusting spaces?
- Curious to learn what is available for me as a white man around this important topic. Knowing there will be plenty!
- Have participated in other classes this year at NWDLS, as well as Port of Seattle
 - Discovered there is so much to learn and be aware of!
- What can I do to help promote equity?
 - Understand history
 - Be respectful
- How can I be an ally in and out of the workplace?
- How can I initiate and encourage change in a huge institution?
- What are my resources?
- Where do we start to fix/mend relationships between white and/or black women?
- Gain any knowledge on topic
- Be with others who were also interested to know more about this topic
- I came to hear and learn how to be a change agent on this subject
- What are the issues, or can they be defined?
- Will there be strategies that can be taken away from this session?
- Why do women sabotage one another?
- How can I be more aware of my bias?
- I am curious about what will be presented in this conversation; how will it be facilitated and how will it promote change?
- I’m concerned I’ll say something stupid
- I want to learn about how my actions impact others and what I can do differently
- What are some of the fears white women have towards black women?

- Why we have a problem with each other. I have so many experiences, bad ones, and I don't know why
- Want to understand communication gap between black and white women
- Why when black women are being expressive, white women become timid and offended?
- Understand how to mend the trust
- Understand there is broken trust and why
- Hold difficult discussions
- Wondering how honest people will be with their feelings on the subject
- If women are “nurturing”, why can they be involved in sabotaging others?
- Does my concern about bias toward myself of coworkers actually create bias?
- What can I learn? What can I do better?
- Uneducated on this topic
- Want to be educated/supportive
- Want to know how to change behavior
- Wanted to know how I can better support coworkers and better include everyone in the workplace
- As a non-black POC, what have I done to betray trust of other POC? Do I have that awareness?
- Curious about the theme specific to white/black women – does the trust need to be mended for all races?
- How to be a better ally to helping create safe space for black women to advance their careers
- Encourage dialogue on intersection of identities
- Be mindful of unconscious bias
- Interested in how to better work and more closely with women of all colors
- How to be taken seriously as a multi-racial woman who doesn't look the part
- How to apply these learnings to the workforce
- What role D&I plays in the conversation/change
- Specific examples of how the trust has been broken
- I came to learn strategies to support my coworkers
- To find my blind spots when it comes to my sisters of color
- Confronting my fears around white women and their manipulation and its affects on my life and survival
- White and other non-black women
- What will my role be here today – as someone who doesn't walk saliently in either a white or black identity?
- How do I leverage my role in the “borderlands” to move this work forward?
- Things that have worked for others in the room to get to know/understand each other on a personal level
- Education
- Struggles that I am not aware of

- Awareness and learning – What can I do to support my African American coworkers?
- What are the trust barriers between black and white women?
- Interested in the topic/awareness/improvements
- What is my part?
- As a multi-ethnic woman, how can I help bridge the conversation on privilege? Where do I fit in the conversation?
- Concerns – continuing to learn, action, share, listen, grow, coming out of this
- I'm curious to see how deep/real/vulnerable our conversation can be today
- Curious what I don't know/aware of or notice
- Hoping to learn and grow so I can be a more aware ally
- How might I better serve black women in leadership/personal development space (where I often am an "expert" or "guide") while also honoring their experiences and our differences in experience of institutional oppression?
- Managing diverse employees in a global company
- What things I am missing and not aware of
- Will we really be able to mend the trust?
- I'm curious about how I can support women of color in my work behaviors
- How do I let go of worrying I'm going to say the wrong thing, which I'm sure comes across as awkward and/or trying too hard, AND mostly manage to keep good relationships with black women I like and/or work with?
- Not a discussion topic I've seen a lot. Would love to learn tools to better build other people up. Be aware of how my role plays into relationships amongst women of different backgrounds.
- I don't know if/when I have offended someone
- What/how can I open a discussion regarding conflicts between coworkers?
- I don't like to get sucked into the middle
- How to be a better ally
- How am I unintentionally perpetuating systems of division and oppression?
- Be more aware of the nuances of the systemic challenges/blockers so I can hold myself accountable
- Better framework for looking at and owning my stuff
- What tools are available to support this work?
- Wondering what we will walk away with
- Curious to how learning here can be spread
- Are feelings of distrust – for all involved – the result of personal experience or "societal norms"?
- Where do other races or multi-racial women fit into this issue/discussion?
- Wanting to learn about my own blind spots

- I did not realize this was an issue - I want to educate myself and understand what I can do differently
- How to apply what I gain here and my small town and community, as well as in my college classes, besides the workplace.
 - Multicultural education class currently
- Curious about how to break down perceived barriers to help women support women

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