

Discussion Guide for Indivisible Groups:

Understanding Structural Racism

The following is a list of ways that white supremacy shows up in institutions. **Check off all that apply to your group.**

- Constant Urgency - No time to evaluate process, focused on work products only, suppresses change and evaluation to maintain oppressive systems
- Paternalism - Decision-making power rests with few, decisions made without input of directly affected or those without power
- Either/Or Thinking - Narrowly defining problems and solutions
- Fear of Open Conflict - Strict hierarchies for conflict that suppress open conversation and acknowledgement of issues, appearance of no conflict is more important than solutions
- Right to Comfort - Discounting conflict, protecting “the work environment” instead of people, used disproportionately in favor of white colleagues
- Worship of the Written Word - Leaning heavily on preexisting physical spaces, word-of-mouth communication, or written communication as the final say
- Quantity over Quality - all resources of organization are directed toward producing measurable goals

Group Discussion: What are some actions you can take to minimize and counter white supremacy in your group?