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 that 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?