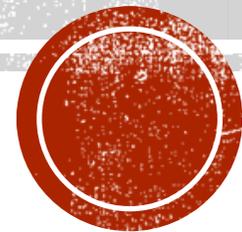


BECOMING WHITE ALLIES & ACCOMPLICES GROUP

Topic: The Art of Apologizing: Responding to the
Inevitability of Causing Harm

Facilitator: Skye Ashton Kantola, OMP



ABOUT THE GROUP

- **Group Goals**
 - Provide space for white people to process whiteness, racism, oppression, and racial justice.
 - Provide opportunities for learning about anti-racism and racial justice.
 - Provide opportunities for building skills in anti-racism and racial justice.

- **Conversation Outline**
 1. Prepared mini-presentation
 2. Topic discussion (breakout and whole group)
 3. Opportunities for requests for support



COMMUNICATION GUIDELINES

1. Vegas Rule

- Please do not connect peoples' comments or stories to individuals outside of this group. This group will never be recorded. No photos.

2. "I" Terminology

- "I think...", "I believe...", "In my experience..."

3. Growth Mindset

- This is my current, best thinking, but it doesn't mean that I can't be exposed to new ways of thinking.
- **Already know a lot?** "How can I be more effective at educating/being persuasive?"
- **Don't know much, yet?** "How can I be open to learning things that may feel very emotionally challenging?"

4. Say it Ugly

- Say what you know how you can. We're all learning. If there is a more affirming way to say something, participants are encouraged to provide that language as an alternative to any other group member.

5. Solutions-Focused

- If you have constructive criticism for someone or a problem, please also include ideas for a solution or create space to discuss solutions.



HOW ARE YOU INVOLVED IN WHITE SUPREMACY?

BY IMMIGRANTLY WITH LAYLA SAAD

- **“Pay attention to the parts that make you uncomfortable...”**
- Examples of white supremacy
 - Colorblindness
 - Tone policing
 - White fragility/defensiveness/devil’s advocacy (instead of accountability)
 - Disengagement/apathy/inaction
 - White gaze/ethnocentrism: judging/assessing POC culture according to white perspectives/stereotypes
 - Tokenism & “Minority exceptionalism”
 - Intent > Impact (many supreme court decisions! Ex: gerrymandering, voting law)
- **Is there anything from this episode that you’d like to discuss?**
- Solutions for white supremacy
 - Good/bad is a false dichotomy – harm vs. healing centered IMPACT
 - Direct action
 - Education/bridging gaps
 - Policy & practice change
 - Building communication skills & maintaining good boundaries
 - Remember joy as part of liberation (Audre Lorde)
 - **Impact > Intent**



THE ART OF APOLOGIZING

- **“I’m sorry.”** Once! Maybe twice. Not more than two times.
- If you need to explain your intention, make sure your impact is centered.
 - Example: “I’m sorry, I was just venting how frustrated I am about this class, but I understand that the way I said it was really hurtful and I will make sure I don’t do that again.”
- **How can I do better?**
- Systemic power dynamics matter in everything from intimate partnerships to complete strangers.



THE ART OF APOLOGIZING

- Why is apologizing important?
- What makes apologizing or accountability challenging?
- What are some ways you've learned to be more accountable for your actions?
- What do you risk losing or gaining from apologizing?



CHALLENGING OPPRESSIVE LANGUAGE & BEHAVIOR

BREAKOUT GROUPS PRACTICE

1. Give an example
2. What is a question you can ask to continue the conversation?
3. What are the assumptions inherent in the comment or action?
4. What are alternative language/behaviors that they could replace the original language/behavior with?
5. Constructive criticism for the first person who recommended a clarifying question to continue the conversation?
6. What other questions might continue the conversation?

How do you wish someone would approach you when you accidentally hurt them?



CLOSING & SUPPORT REQUESTS

1. Is there a current event or experience you'd like to process?
2. Do you want help figuring out how to respond to something in an anti-racist way?
3. Do you want support in talking about race with loved ones?
4. What topics and skills do you hope to gain from this group?
5. Was today's topic helpful? Interesting? How could this be improved?



OFFICE OF MULTICULTURAL PROGRAMS

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