Dismantling White Saviorism: Knowing Your Role in Anti-Racism, Equity and Inclusion

#UNITECLOUD
Mom

School Board Member

Non-Profit Director

Other Duties as Assigned
#unitecloud Board of Directors
OUR VISION

Unite Cloud seeks to foster an empathetic community that chooses to stand up for one another regardless of race, religion, gender, sexual orientation, abilities, or socio-economic background. We believe that our commitment to this vision will lead to a sense of greater safety and hope and a decrease in fear and suspicion of those who are different from us.

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United Voices
Diversity increasing in the St. Cloud area

Over the past decade, St. Cloud and its surrounding areas saw some significant increases in percentages of their populations identifying as Hispanic or a race other than white.

In 2020, the U.S. Census Bureau changed the wording on race and ethnicity questions, along with its processes for deciding how to classify people.

Jeff Hargarten, Star Tribune • Source: U.S. Census Bureau
Moving from Indifference to Action

BE WILLING TO ACT
LEVEL 4

BE WILLING TO TALK
LEVEL 3

BE WILLING TO LEARN
LEVEL 2

BE WILLING TO LISTEN
LEVEL 1

INDIFFERENCE
LEVEL 0

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If you want to get to a place where "we can just see people" you first must learn how to discuss whiteness.

@antiracistedinstitute
Where are you on this scale?

The 8 White Identities
By Barnor Hesse

White Supremacist
White Voyeurism
White Privilege
White Benefit
White Confessional
White Critical
White Traitor
White Abolitionist
The 8 White Identities
By Barnor Hesse

1. White Supremacist
   Clearly marked white society that preserves, names and values white superiority

2. White Voyeurism
   Wouldn’t challenge a white supremacist; desires non-whiteness because it’s interesting, pleasurable; seeks to control the consumption and appropriation of non-whiteness; fascination with culture (ex: consuming Black culture without the burden of Blackness)

3. White Privilege
   May critique supremacy, but a deep investment in questions of fairness/equality

4. White Benefit
   Sympathetic to a set of issues but only privately; won’t speak/act in solidarity publicly because benefiting through whiteness in public (some POC are in this category as well)
The 8 White Identities

By Barnor Hesse

5. White Confessional

Some exposure of whiteness takes place, but as a way of being accountable to POC after; seek validation from POC.

6. White Critical

Take on board critiques of whiteness and invest in exposing/marking the white regime; refuses to be complicit with the regime; whiteness speaking back to whiteness.

7. White Traitor

Actively refuses complicity; names what’s going on; intention is to subvert white authority and tell the truth at whatever cost; need them to dismantle institutions.

8. White Abolitionist

Changing institutions, dismantling whiteness, and not allowing whiteness to reassert itself.

Slow Factory
Foundation

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When you hear the term “White Savior” what feelings come up for you?
White saviorism:

A symptom of racism & white supremacy which places those in a position of privilege into the role of savior over those who have been historically oppressed and exploited.
What is wrong with White Saviors?
WHAT'S WRONG WITH WHITE SAVIOIRS?
White saviorism:
A symptom of racism & white supremacy which places those in a position of privilege into the role of savior over those who have been historically oppressed and exploited.

Now What?

#UNITECLOUD
White saviorism:

A symptom of racism & white supremacy which places those in a position of privilege into the role of savior over those who have been historically oppressed and exploited.
What can white folks do to strive for racial justice in our communities?
Contradictions for White Folks in Racial Justice work

White people are a particular liability in racial justice movements.

White people have specific and critical roles in racial justice movements.
Contradictions for White Folks in Racial Justice work

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It can feel humiliating to not have participated meaningfully in racial justice work before now, and suddenly want to join.

White people have specific and critical roles in racial justice movements.

In order to grow strong and win, the movement requires new folks to join.
### Contradictions for White Folks in Racial Justice work

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<td>When you are working on ending racism, it is good to be nice to yourself and patient with yourself.</td>
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Contradictions for White Folks in Racial Justice work

White activists need to listen to, defer to, and take leadership from people of color.

Because “people of color” is not a monolithic identity, that all believe one thing, white activists need to cultivate their own analysis and judgement over time.
Contradictions for White Folks in Racial Justice work

White activists need to listen to, defer to, and take leadership from people of color.

One specific role for white people is being tough about holding one another accountable.

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Another key role for white people is extending compassion, care, and patience to other white folks.
Contradictions for White Folks in Racial Justice work

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Racial justice work involves white people giving up or giving away their power.

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Another key role for white people is extending compassion, care, and patience to other white folks

Another part of racial just work is white people strategically using their power rather than hiding it, denying it, or pretending it doesn’t exist.
What can white folks do to strive for racial justice in our organizations?
Interrupt Dominant White Culture

Professional and transactional relationships

Relationships based on trust, care, and shared commitments
Interrupt Dominant White Culture

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Interrupt Dominant White Culture

Professional and transactional relationships
Protecting power
Culture of over-working

Relationships based on trust, care, and shared commitments
Share or give away power
Culture of self-care and community care
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Your Questions