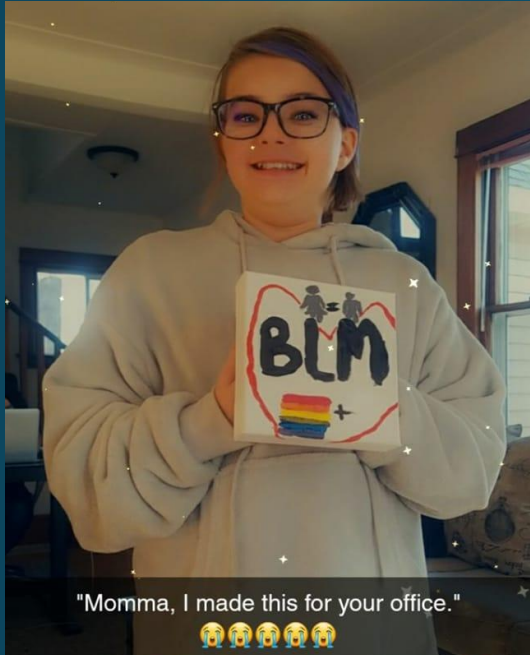




*Dismantling White Saviorism:
Knowing Your Role in Anti-Racism, Equity and
Inclusion*



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"Momma, I made this for your office."



Mom



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School Board Member



Non-Profit Director



Other Duties as Assigned

#unitecloud Board of Directors



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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



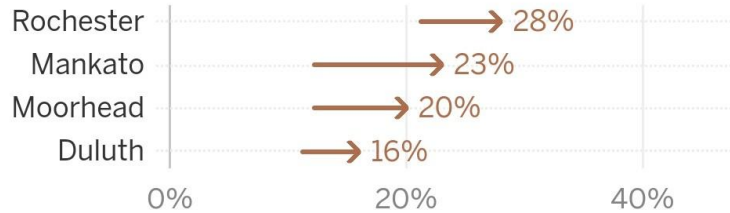
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Diversity increasing in the St. Cloud area

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.

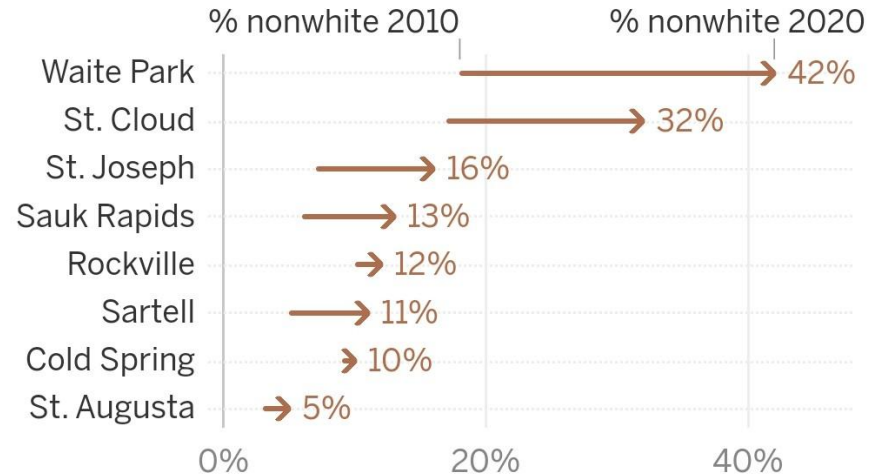
Other Minnesota cities



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.

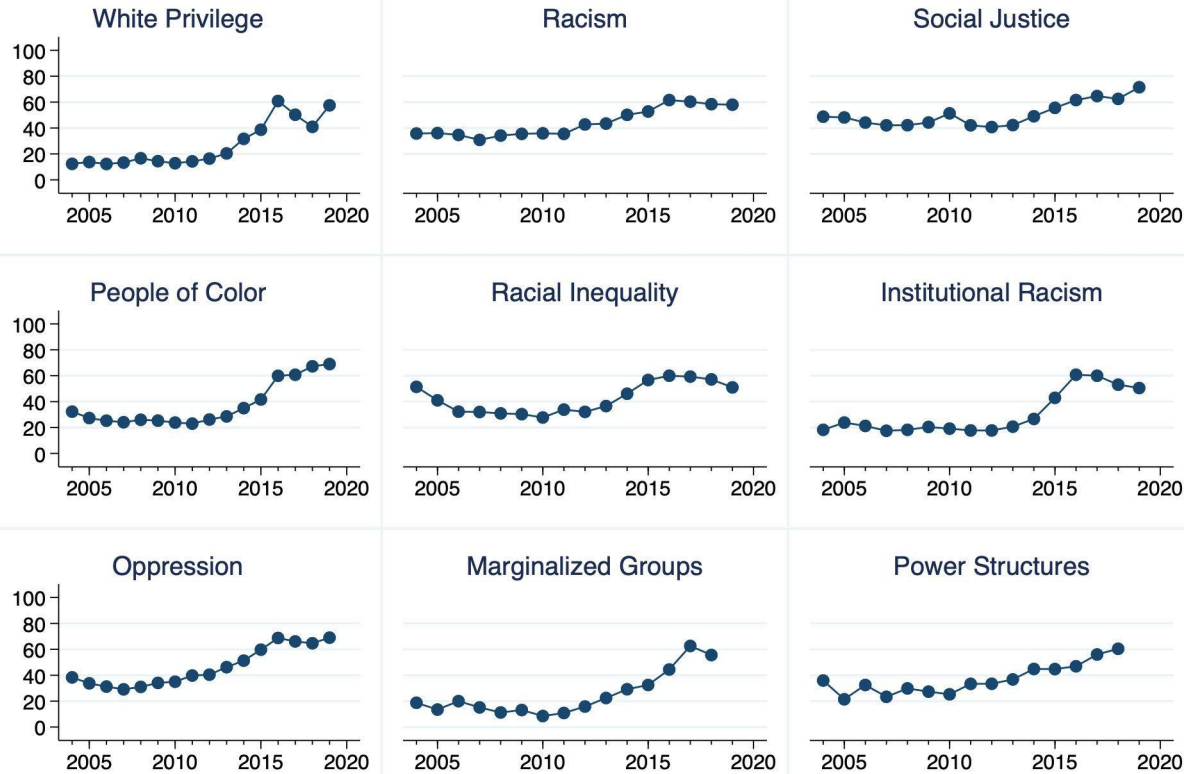
Jeff Hargarten, Star Tribune • Source: U.S. Census Bureau

St. Cloud area



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Mean Google Search Interest (0-100) by Year



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Moving from Indifference to Action



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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.**

@antiracistinstitute

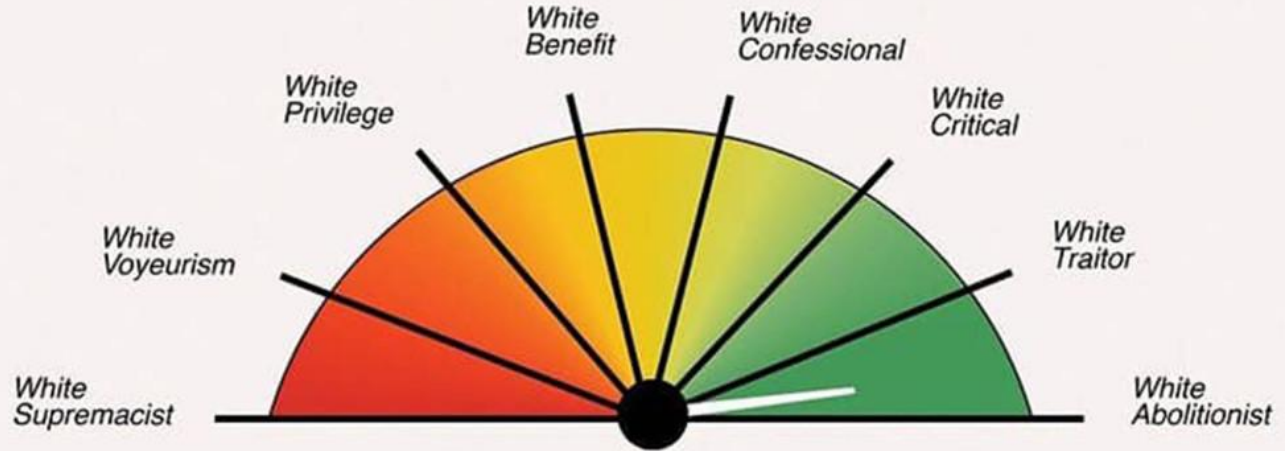


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Where
are you
on this
scale?

The 8 White Identities

By Barnor Hesse



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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 benefitting through whiteness in public (some POC are in this category as well)



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**Slow Factory
Foundation**

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/marketing 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

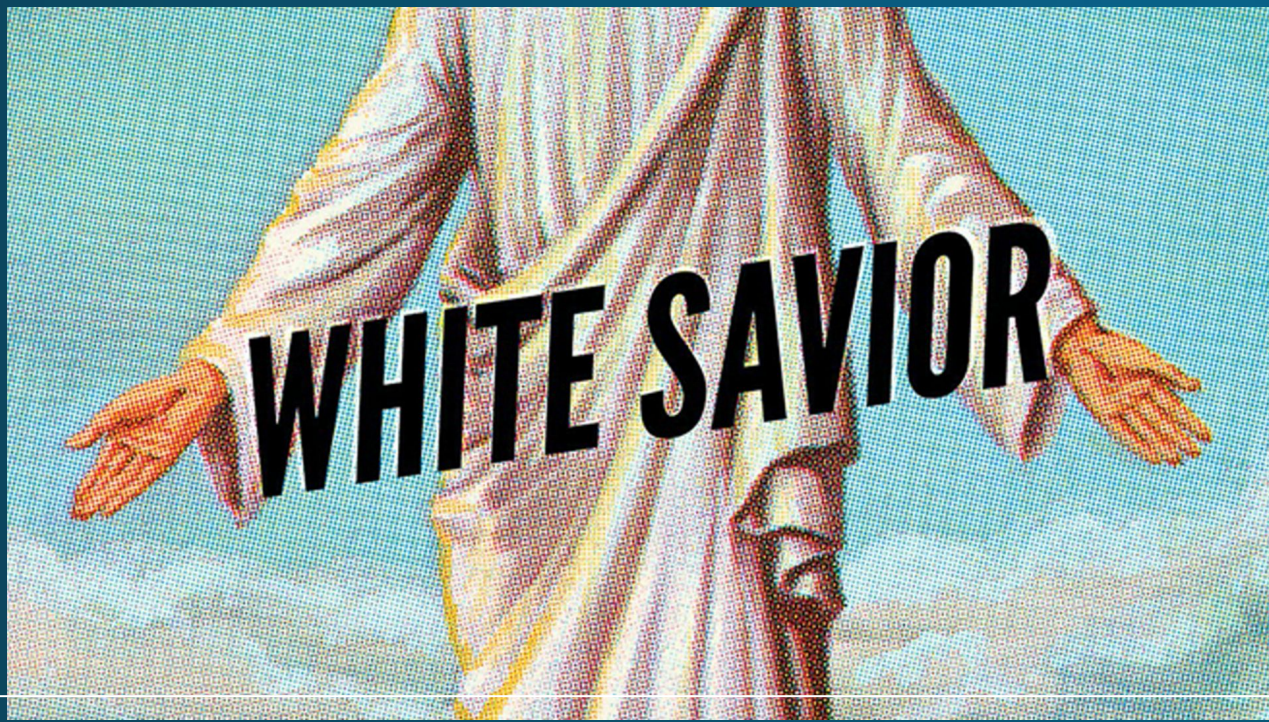
8. White Abolitionist

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



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



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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.



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What is wrong with White Saviors?



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WHAT'S **WRONG** WITH
WHITE SAVIOURS?

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?



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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.



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What can white folks do to strive for racial justice in our communities?



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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.



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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.



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Contradictions for White Folks in Racial Justice work

White people are a particular liability in racial justice movements.

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

When you're working on ending an oppression that you benefit from, people will rightly mistrust you and be hard on you

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.

When you are working on ending racism, it is good to be nice to yourself and patient with yourself.



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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.



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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.

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

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.

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



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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.

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

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

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.

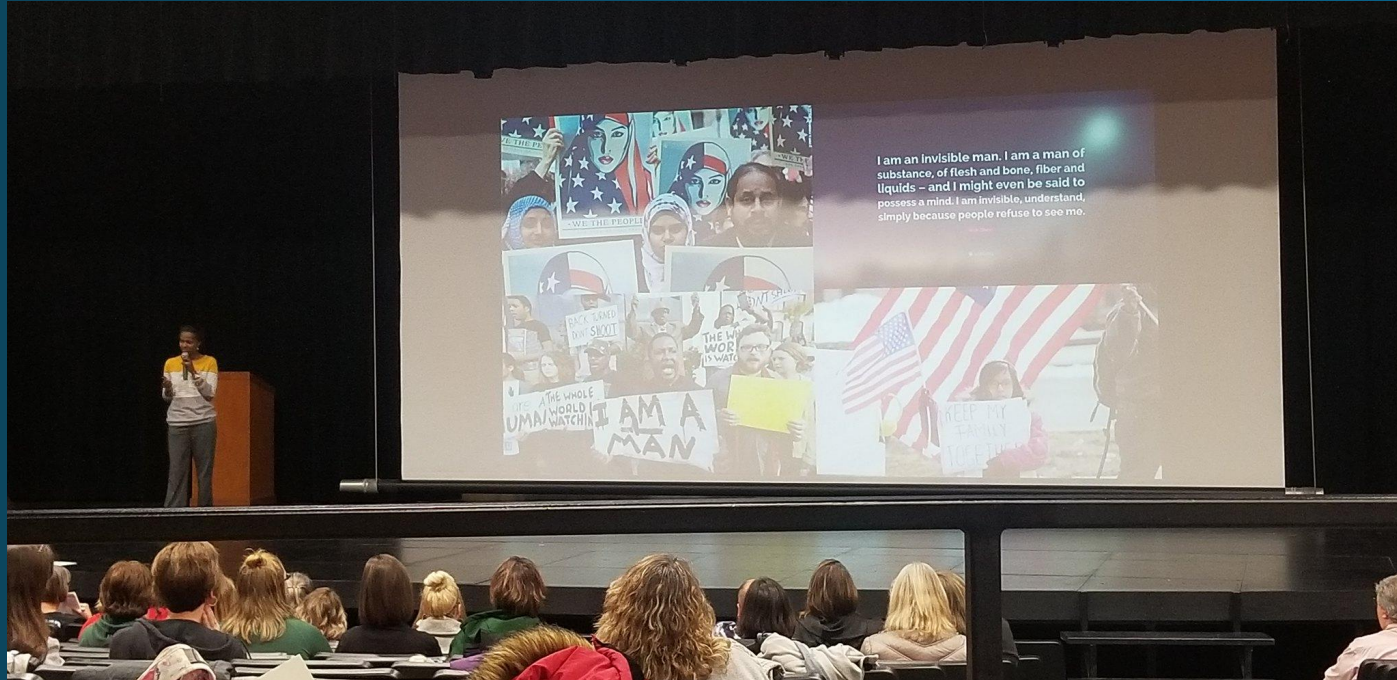
Another key role for white people is extending compassion, care, and patience to other white folks

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.



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What can white folks do to strive for racial justice in our organizations?



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Interrupt Dominant White Culture

Professional and transactional
relationships

Relationships based on trust, care,
and shared commitments



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Interrupt Dominant White Culture

Professional and transactional
relationships

Protecting power

Relationships based on trust, care,
and shared commitments

Share or give away power



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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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Interrupt Dominant White Culture

Professional and transactional relationships

Protecting power

Culture of over-working

Competition and struggle for limited resources

Relationships based on trust, care, and shared commitments

Share or give away power

Culture of self-care and community care

Collaboration and working to share resources



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Interrupt Dominant White Culture

Professional and transactional relationships

Protecting power

Culture of over-working

Competition and struggle for limited resources

Centering degrees, work experience, and job titles

Relationships based on trust, care, and shared commitments

Share or give away power

Culture of self-care and community care

Collaboration and working to share resources

Centering lived experience as expertise



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Interrupt Dominant White Culture

Professional and transactional relationships

Protecting power

Culture of over-working

Competition and struggle for limited resources

Centering degrees, work experience, and job titles

Those with power make decisions for others

Relationships based on trust, care, and shared commitments

Share or give away power

Culture of self-care and community care

Collaboration and working to share resources

Centering lived experience as expertise

Including those affected by decisions in decision-making



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Your Questions



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www.unitecloud.org



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