

**White people receiving feedback on racism and responding
from the MAINSTREAM FRAMEWORK: Above & Below**

Feelings:			Behaviors:	
Singled out	Guilty	Angry	Crying	Denying
Attacked	Accused	Scared	Leaving	Focusing on Intentions
Silenced	Insulted	Outraged	Withdrawing	Seeking absolution
Shamed	Judged	Abused	Arguing	Avoiding

Statements:
<ul style="list-style-type: none"> ● I know POC ● I marched in the '60s ● I took this in college ● The real oppression is class ● You are judging me ● You don't know me ● You are generalizing ● That is just your opinion ● I disagree ● You hurt my feelings ● You misunderstood me ● I don't feel safe ● You're playing the race card ● This is not welcoming to me ● The problem is your tone ● You are making me feel guilty ● You are elitist ● You don't do this the right way ● I just said one little innocent thing ● Some people just find offense where there is none ● If I say the wrong thing I'll get fired ● How dare you assume I would be racist? ● Where is your empathy? ● I was taught to treat everyone equal

Underlying beliefs (do not need to be conscious or intentional):

- Racism is simply personal prejudice
- Racism is only enacted occasionally, and rarely if ever by me
- As a white person, I will be the judge of whether racism has occurred
- My learning is finished / I know all I need to know
- Racism can only be intentional; not having intended racism cancels it out
- Having suffered relieves me of racism or racial privilege
- White people who experience another form of oppression cannot experience racial privilege
- If I am a good person I can't be racist
- My unexamined perspective is equal to people of color's
- I am entitled to remain comfortable
- How I am perceived by others is the most important issue
- As a white person I know the best way to challenge racism
- This process needs to feel good / be comfortable. If not, it's being done wrong
- It's not kind to point out racism
- Race privilege is something one is aware of and can feel
- Racism is conscious bias. I have none: I am not racist
- Racists are bad individuals, so you are saying that I am a bad person
- If you knew me or understood me you'd know I can't be racist
- If I have friends of color I can't be racist
- There is no problem / society is fine the way it is
- Racism is a simple problem ("People just need to ...")
- My world view is objective and the only one operating
- If I can't see it, it isn't legitimate
- If you have more knowledge on the subject than I do, you think you're better than me
- Judging is wrong; it is possible not to judge
- I am superior

How it functions

Maintains white solidarity
Closes off self-reflection
Minimizes
Silences the discussion
Makes white people the victims

Protects one's worldview and racism
Takes race off the table
Protects white privilege
Focuses on messenger, not message Rallies
more resources to white people

**White people receiving feedback on racism and responding from an
ANTI-RACIST FRAMEWORK: Above & Below**

Feelings:			Behaviors:	
Gratitude	Guilt	Humility	Reflecting	Seeking more
Excitement	Embarrassment	Compassion	Apology	understanding
Discomfort	Motivation	Curiosity	Listening	Grappling
			Processing	Believing

Statements	
<ul style="list-style-type: none"> ● Thank you ● YES! I am opening and shifting ● Man, this is hard ● I better get on this ● Oops! ● It can't be avoided ● I have some work to do ● Wow, hard but so stimulating and important ● It's personal but not strictly personal 	<ul style="list-style-type: none"> ● There is no right way to do it; I will focus on the message not the messenger ● It's my responsibility to resist defensiveness and complacency ● I need to build my capacity to endure discomfort/bear witness to the pain of racism

Underlying beliefs	
<ul style="list-style-type: none"> ● BEING GOOD OR BAD IS NOT RELEVANT ● Racism is a multi-layered system ● All of us are socialized into it ● Racism cannot be avoided 	<ul style="list-style-type: none"> ● Authentic anti-racism is rarely comfortable. Discomfort is key to my growth and thus desirable ● White comfort maintains the racial status quo, so discomfort is necessary and important

<ul style="list-style-type: none"> ● Whites have blind spots on racism / I have blind spots on racism / it's hard to see or recognize ● Racism is complex / I don't have to understand it for it to be valid ● Whites are unconsciously invested in racism / I am unconsciously invested in racism ● Bias is implicit / unconscious; I don't expect to be aware of mine without a lot of on-going effort ● Receiving feedback is a gift ● Feedback from POC indicates trust ● Feedback on white racism is difficult to give; how I receive feedback is not as relevant as the feedback itself ● Interrupting it is more important than my feelings, ego, or self-image 	<ul style="list-style-type: none"> ● I must not confuse comfort with safety / As a white person I am safe in discussions of racism ● The antidote to guilt is action ● It takes courage to break with white solidarity ● It takes courage to lead other whites in this work; how can I support those that do? ● The only way out is through ● I bring my group's history with me; History matters ● Given my socialization, it is much more likely that I am the one who doesn't understand the issue ● Racism hurts (even kills) people of color 24/7.
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How it functions	
<p>Minimizes defensiveness Demonstrates vulnerability Demonstrates curiosity and humility Allows for growth Stretches one's worldview Ensures action</p>	<p>Puts what one professes into practice Builds authentic relationships / trust Interrupts privilege-protecting comfort Interrupts internalized superiority</p>