

White Dominant Norm: Scenario #1

You work for a leading workforce development organization in your local ecosystem. Your organization is rapidly expanding and you are hiring faster than your infrastructure can support. Part of your expansion efforts includes a commitment to Equity and Inclusion for which you seek outside support. All members of the organization were required to participate in a series of equity trainings. Due to your expansion efforts, the trainings were rushed and didn't include sufficient time for processing, understanding, and practical application. Staff are excited by your commitment to Equity and Inclusion but they are concerned about its sincerity. Direct service staff in the organization have attempted to speak up, but the concerns have not been fully addressed. The organization continues to move full speed ahead with its Equity and Inclusion efforts and its overall expansion efforts, including a public announcement of these efforts. The senior leadership team is proud of the work and use every opportunity to talk about the efforts despite staff concerns.

Reflection question:

1. Review your white dominant norms worksheet OR the appendix A & B below and identify the white dominant norms at play in this scenario.
 - a. Name the norm and how you see it showing up in this example.

- b. What are the equity/anti-racism norms that should replace the norms you see in this example?

Additional reflection questions for your organizational consideration:

2. What does this situation say about your organization's commitment to equity as an operating practice?
3. What organizational values are enforced OR reinforced as a result of this situation?

4. What cultural norms are created, enforced, OR reinforced as a result of this situation?

5. Which lived values are reinforced OR created as a result of this situation?

6. What institutional practices need to be changed OR developed as a result of this situation?

7. Who do these changed/new institutional practices support? Who do they potentially disempower?

8. What institutional policy changes need to be made as a result of this situation?

9. What individual reflections surfaced as a result of this debrief?

10. Are there any new or renewed equity commitments as a result of this debrief process?

Next steps:

1. What has the group decided will be the next steps? (Next steps can include and are not limited to departmental/organizational changes, memos, renewed commitments, public statement, apology, organizational discussion, etc.)

2. How will these next steps support/advance or uphold the organization's equity commitments?

Appendix A: White Dominant Norms

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| Fear of conflict | Superiority of the written word | Either/or thinking | Paternalism | Power hoarding |
| Comfort with predominantly white leadership | Individualism and separateness | Priorities and timelines that perpetuate white supremacy culture | Comprehensiveness | Transactional relationships |
| Transactional goals | Defensiveness | Progress is bigger, more | Over-working as unstated norm | Perfectionism |
| Skeptical management | White mediocrity | Equity washing | Official title outweighs experience | Changing the subject away from the role of race |
| Narrow valuation of intelligence/performance | | | | |

Appendix B: Equity/Anti-Racism Norms

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| Systems and complexity thinking | Partnership | Collaboration | Power sharing |
| Leadership representative of the community affected by inequity | Community and collectivism | Direct and constructive feedback/growth learning | Priorities and timelines set for sustainability and equity |
| All forms of communication valued and taken seriously | Clarity and alignment for action | Transformational relationships | Transformational goals |
| Vulnerability | Progress is sustainability and quality | Self-care/ Community-care | Appreciation |
| Supportive management | Fair evaluations and just promotions | Real equity | Holistic view of people |
| Compassionate curiosity about how race, cultural differences, racial bias may be at play | Broad appreciation of differences | | |