



White Privilege & Allyship

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White Privilege



“What’s the matter?
It’s the same distance!”



What's in it for me?

- Deepen your understanding of white supremacy
 - What are White Privilege's
- Learn to be a WHITE ALLY
 - Constructive things you can do to fight racism
- Why claiming you are “Colour blind” is bad



What *IS* white privilege?



White and white-passing people enjoy huge privileges, even if they don't realise it.



Peggy McIntosh

White Privilege: Unpacking the Invisible Knapsack

by Peggy McIntosh

“I was taught to see racism only in individual acts of meanness, not in invisible systems conferring dominance on my group”

DAILY EFFECTS OF WHITE PRIVILEGE

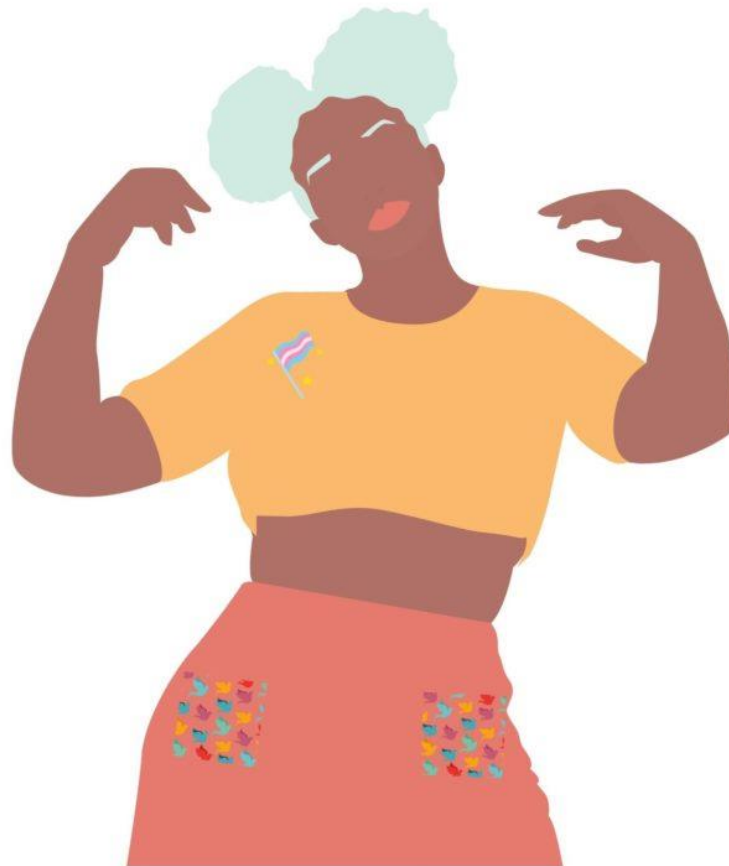
I decided to try to work on myself at least by identifying some of the daily effects of white privilege in my life. I have chosen those conditions that I think in my case attach somewhat more to skin-color privilege than to class, religion, ethnic status, or geographic location, though of course all these other factors are intricately intertwined. As far as I can tell, my African American coworkers, friends, and acquaintances with whom I come into daily or frequent contact in this particular time, place and time of work cannot count on most of these conditions.

1. I can if I wish arrange to be in the company of people of my race most of the time.
2. I can avoid spending time with people whom I was trained to mistrust and who have learned to mistrust my kind or me.
3. If I should need to move, I can be pretty sure of renting or purchasing housing in an area which I can afford and in which I would want to live.
4. I can be pretty sure that my neighbors in such a location will be neutral or pleasant to me.
5. I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed.
6. I can turn on the television or open to the front page of the paper and see people of my race widely represented.
7. I can go to a restaurant and be sure the waiter will not be hostile to me.
8. I can go to a bank and be sure the teller will not be hostile to me.
9. I can go to a store and be sure the salesperson will not be hostile to me.
10. I can go to a store and be sure the salesperson will not be hostile to me.
11. I can go to a store and be sure the salesperson will not be hostile to me.
12. I can go into a music shop and count on finding the music of my race represented, into a supermarket and find the staple foods which fit with my cultural traditions, into a hairdresser's shop and find someone who can cut my hair.
13. Whether I use checks, credit cards or cash, I can count on my skin color not to work against the appearance of financial reliability.
14. I can arrange to protect my children most of the time from people who might not like them.
15. I do not have to educate my children to be aware of systemic racism for their own daily physical protection.
16. I can be pretty sure that my children's teachers and employers will tolerate them if they fit school and workplace norms; my chief worries about them do not concern others' attitudes toward their race.



Unpacking the Invisible Knapsack





White privilege is being able to go to a large well known supermarket and buy 'skin colour' tights and they are for your skin, and if you have Black skin you have to go online to a specialist store. Or wear 'skin colour' tights which aren't a match.



The Clark Doll Experiment (1939)-Updated CNN 2010





What's in it for me



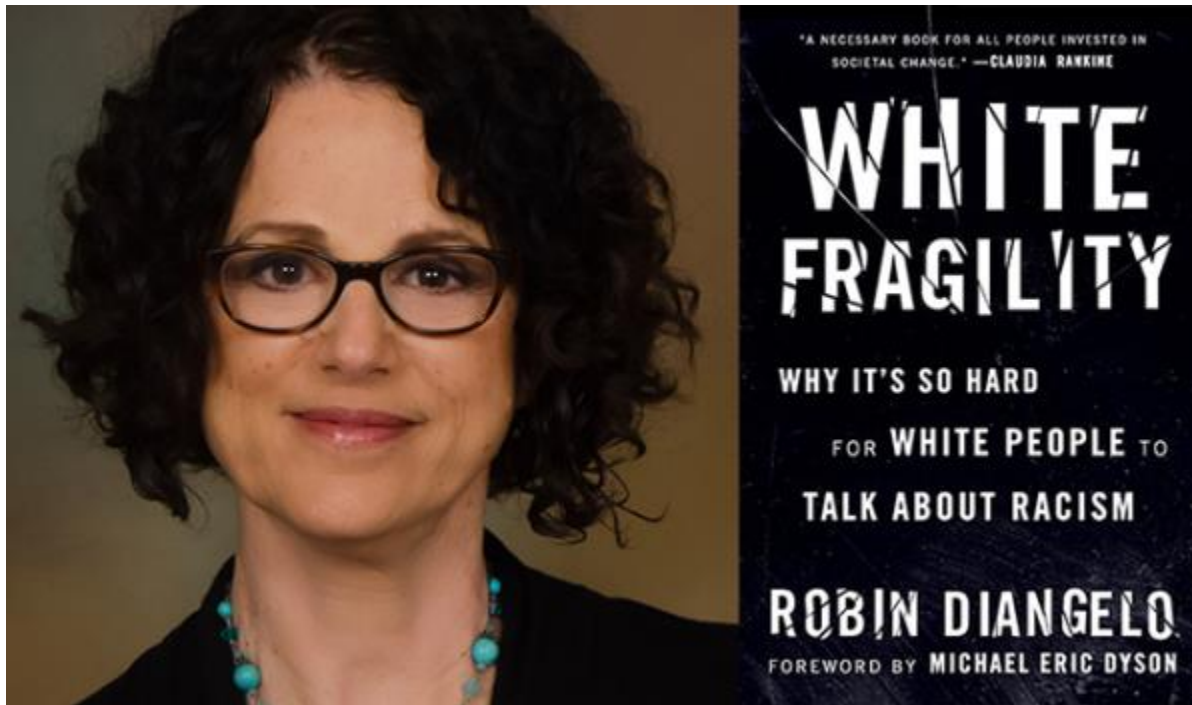
- If you think that you personally don't need to work to combat racism, you're wrong



White Exceptionalism



White Fragility



WHAT WE NEED TO UNDERSTAND ABOUT WHITE FRAGILITY IS—



THE PHRASE "WHITE FRAGILITY" SOUNDS RACIST TO ME.



SURE, WHATEVER. WHAT WE NEED TO UNDERSTAND ABOUT WHITE PRIVILEGE IS—



I DON'T LIKE THAT TERM, "WHITE PRIVILEGE." CAN'T WE JUST SAY "RACISM" INSTEAD?



OOO-KAY. WHAT WE NEED TO UNDERSTAND ABOUT RACISM IS—



THE WORD "RACISM" IS BULLYING AND SHUTS DOWN CONVERSATION!



I'M GETTING THE IMPRESSION YOU'D RATHER NOT HAVE THIS CONVERSATION.



WHAT A GREAT IDEA! LET'S DO THAT.



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TALKING ABOUT THINGS I DISAGREE WITH IS DIVISIVE!





SILENCE AND WHITE PRIVILEGE



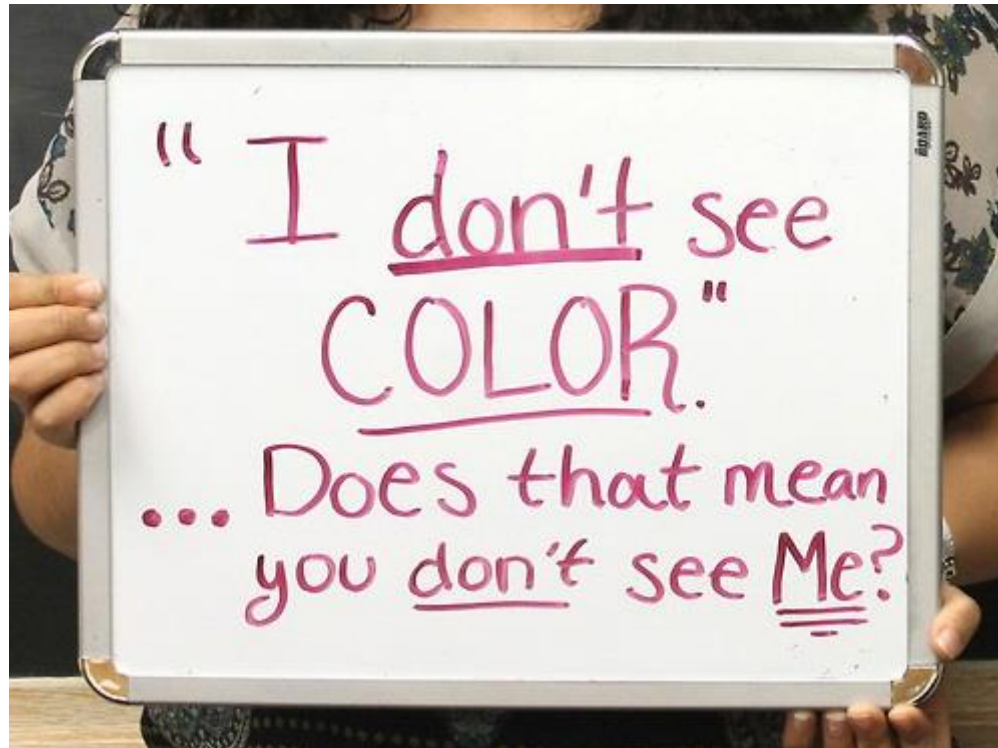
Tone-Policing



- White attitudes towards BIPOC are often the result of harmful stereotypes.



When white people only engage with anti-racism superficially, they can get it badly wrong.



Tokenism



III. The White Savior Complex


“There is much more to doing good work than ‘making a difference.’ There is the principle of first do no harm. There is the idea that those who are being helped ought to be consulted over the matters that concern them.”

- Teju Cole (The White-Savior Industrial Complex)



White Saviourism





The White Savior Industrial Complex is not about justice. It is about having a big emotional experience that validates privilege.

Teju Cole

quptancy



White centering

Layla Saad defines it in her book-Me and White Supremacy as:

White centring is the centring of white people, white values, white norms and white feelings over everything and everyone else. ...Whiteness is so used to taking up space in all spaces, that when it is restricted or a boundary is put in place to centre and protect BIPOC, its reaction is often one of white fragility, tone-policing, white superiority, white exceptionalism or just straight up violence (whether verbal or physical).



**True allyship requires in-depth engagement-
and a willingness to acknowledge mistakes.**

So you wanna be a better

ALLY

4 STEPS FOR BEING A WHITE ALLY

Here are some suggestions for white allies to better understand race and racism through open and honest dialogue:

1

HAVE CONVERSATIONS ABOUT WHITENESS IN WHITE SPACES

Expecting people of color to be the only ones speaking about racism is unfair at best, and propping up unjust structures at worst.



2

DON'T SETTLE FOR BEING ENLIGHTENED

Continue to stay informed on discussions of race in our country. Ask a racially diverse group of friends and colleagues to literally hold you accountable for your words, behavior, and education.



3

BE OKAY WITH MAKING MISTAKES

Not only should we be OK with making mistakes, we should be actively creating communal spaces for dialogue wherein mistakes are valued as steps toward learning.



4

LISTEN TO EXPERIENCES OUTSIDE OF YOUR RACIAL IDENTITY & BELIEVE THEM!



Anti-racism is the work of a lifetime, but its your duty to be a force for good.

ANATOMY OF AN ALLY



A MOUTH TO
SPEAK OUT
AGAINST
INJUSTICE



A NOSE TO
SNIFF OUT
IMPLICIT BIAS



EYES TO
IDENTIFY
PRIVILEGE



EARS TO
LISTEN TO
THE POC
EXPERIENCE



A HEART TO
CULTIVATE
EMPATHY FOR
THE OPPRESSED



HANDS TO
TAKE ACTION
AND MAKE
A CHANGE

@ohhappydani

I Pledge to.....



Further Reading

- **Some useful books and articles that might help/answer some questions you may have**
 - ***When they Call You a Terrorist by Patrisse Khan-Cullors and Asha Bandele***
 - ***Brit(ish) by Afua Hirsch***
 - ***Me and White Supremacy by Layla Saad***
 - ***White Fragility – Robin Diangelo***
 - ***How to be an Antiracist –Ibram X.Kendi***
 - ***Snowy White Peaks by Roger Kline -***
<https://www.england.nhs.uk/wp-content/uploads/2014/08/edc7-0514.pdf>
 - ***Why I'm No Longer Talking to White People About Race-Reni Eddo-Lodge***

