Welcome to USAC!
Announcements
White Fragility
Ground Rules

1. THIS IS A SAFE SPACE
2. Respect each other
I am a white woman. I am standing beside a black woman. We are facing a group of white people who are seated in front of us. We are in their workplace, and have been hired by their employer to lead them in a dialogue about race. The room is filled with Tension and charged w/ hostility. I have just presented a definition of racism that includes the acknowledgment that whites hold social and institutional power over people of color. A white man is pounding his fist on the table. His face is red and he is furious. As he pounds he yells, “White people have been discriminated against for 25 years! A white person can’t get a job anymore!” I look around the room and see 40 employed people, all white. There are no people of color in the workplace. Something is happening here, and it isn’t based in the racial reality of the workplace. I am feeling unnerved by this man’s disconnection with that reality, and his lack of sensitivity to the impact this is having on my co-facilitator, the only person of color in the room. Why is this white man so angry? Why is he being so careless about the impact of his anger? Why are all the other white people either sitting in silent agreement with him or tuning out? We have after, only articulated a definition of racism.

- Dr. Robin DiAngelo
What is it?

- A term coined in 2011 by Dr. Robin DiAngelo
  - “White Fragility is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation.”
What are some examples?
Click Here to Watch
White Fragility as a Tool

- White fragility as a tool means that white people use these reactions to being called racist to avoid conversations about racism.
  - In the election campaign, Ted Cruz used his anti-immigrant sentiment by airing commercials showing immigrants committing crime to fuel white people.
Why “I’m not racist” is only half the story

Click Here to Watch
Discussion

Why do you think talking about white fragility is important?

Why do you feel that most white people are “bad” at talking about race?

What are some ways to combat white fragility?

Is white fragility completely to blame for sensitivity around race or is it something else?
Takeaways

- Don’t let “allies” be fragile
- Challenge white people without compromising yourself
- Understand that most white people don’t actively fight to eradicate inequality and injustice because they usually benefit in some small way... AND don’t let this anger you.
Next Meeting: November 30th
Interracial Prejudice