

New Solutions Require Developing New Values and Habits-

<u>Dominant White Cultural Values & Habits</u>	<u>Transformational Values & Habits</u>
Hierarchical, authoritative One right way Success- financial/professional Worship of written word and data Formal education is best knowledge Either/or Emotional Restraint Polite, compliant Linear, one-dimensional thinking Intellect Comfort is my right Sense of urgency. Fast Quantity "Rugged individual," self-sufficiency Talk at, be the knower Thick-skinned, competitive Assumption and judgement product/outcome Poor disadvantaged you Denial Blame punishment Bravado Individual Status Prefer absolutes Perfection Withholding (empathy, trust, \$\$, knowledge) Winners & Losers/Zero Sum Game Control Status Quo	Collaborative, negotiation Multiple approaches Success = well being Multiple communication methods Lived experience is essential knowledge Both/and Emotional honesty Authenticity, feedback encouraged Complex, interwoven, critical analysis Intuition Discomfort leads to growth Faster not always better Quality Interdependence, Community Ask & listen, be the learner Open, compassionate, cooperative Curiosity Process What can I learn from you? Acknowledgement Reflecting on own role reconciliation Humility Group Functionality Comfortable with ambiguity Learning from mistakes Generosity (empathy, trust, \$\$, knowledge) Collective advancement/expand the pie Faith Growth

*This list was inspired by the work of Peggy McIntosh, Milton & Janet Bennett, Margo Adair & Shanon Howell, and Tema Okun

**The Left side values and habits are associated with the dominant white culture and can be internalized by people of all colors.

"In our society, the dominant culture that shapes our institutions, our media, the way we see ourselves and each other is that of the white, middle class. Racial equity trainer Tema Okun suggests that the characteristics of white dominant culture can be harmful not in and of themselves but 'when they are used as norms and standards without being pro-actively named or chosen by the group.... These attitudes and behaviors can show up in any group or organization, whether it is white-led or predominantly white or people of color-led or predominantly people of color.'"

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https://conference.ncnonprofits.org/wp-content/uploads/2015/07/DEI_AddressWhiteDominantCulture.pdf