

DEVELOPING A POSITIVE WHITE IDENTITY: FACILITATOR GUIDE

OPENING WORSHIP

Begin each session with a brief opening worship which might include a chalice lighting, reading or song.

REVIEW OF THE GUIDELINES FOR BEING TOGETHER

Please see the facilitator guide for the Examining Whiteness curriculum for some suggested guidelines.

REVIEW OF THE PREVIOUS MEETING

If there is a another meeting before you do this session you might want to review the key learning's and what further insights participants may have had during the week.

GOALS FOR THIS SESSION

In this section we are going to reflect upon several questions:

Affirm the need for a positive way of being white.

In this section we are going to reflect upon steps that those of us who are white can take to make change.

- Be an accountable ally to People of Color
- Work to change racist institutions.
- Learn to live as multi-racial people.
- Take responsibility for our own racial identity journey.
- Learn the truth about the racist history of our country.
- Nurture a positive anti-racist white identity in children.
- Build a White anti-racist collective.
- Honor our heritage of white anti-racist resistors.

FORMAT FOR THIS SESSION

The participants in the program will be given a copy of the paper "Developing a Positive White Identity" to take home and read in preparation for the next meeting. Participants can also get a copy of the paper online at www.uua.org/araomc/143205.shtml

At that meeting participants will have an opportunity to dialogue around a series of questions that relate to the material in the paper. Participants should also be given a copy of the questions with the paper that is passed out. A copy of the questions is found at the bottom of this document.

When the participants get back together break them into groups of four. Try to mix gender, and age.

Let the participants work in their groups for an hour.

You can then have them come back into the larger group and share with one another two important learning from their discussion. Or you can assign one of the six questions to each of the groups and ask them to come back to give up to a five minute report on that question. In using this method I suggest that you have the group members talk for 45 minutes about all of the questions on the list and then for the last 15 minutes focus on what they want to share with the other group members about the question they have been assigned.

SUMMARY OF THE LEARNINGS

Summarize the key points made during the review of the video and the sharing during the personalizing exercise.

DESCRIBE THE NEXT SESSION

Share with participants the format and goals for the next meeting. Pass out any handouts they will need to read in preparation.

CLOSING RITUAL

It is helpful to close with a brief ritual. It might be as simple as going around the circle and having people share one word about how they feel.

Maybe there is a song, prayer, or benediction members of a congregation use on a regular basis.

You may also want to invited participants in the program to sign up to lead a closing.

QUESTIONS FOR DISCUSSION: DEVELOPING A POSITIVE WHITE IDENTITY

In the paper there is discussion about six ways to develop a positive white identity and to engage in white antiracist identity and practice.

Are you in relationship with People of Color who are working to make institutional change? In what ways is your relationship an accountable one?

What steps have you taken to dismantle white power and privilege in your community, religious institution, or place of work? How have you worked with other people to develop anti-racist identity and practices in your congregation, work place, and community?

Where are you in your personal process of developing a multi-racial identity?

How are you assuming responsibility for your own identity journey as a white person? How much awareness do you have of Whiteness and White identity? Where is your growing edge in learning about Whiteness?

How much have you learned about the racist history of our country? How much have you unlearned? How much can you relearn?

How can you work with other white people to address these issues and concerns?

Have you been able to work with other white people to develop a white anti-racist community? What has worked? What has been problematic?

What have you been able to do to develop a positive racial identity with your children or grandchildren? And how does this work in relationship to youth in your congregation's religious education program?