

Healing from Toxic Whiteness Training Session 2

We will begin shortly at 1 pm ET / 10 am PT. As we wait for other participants to arrive, please share in the chat:

- What is your name and where are you calling in from?
- What stood out to you from the last training session?

If you have questions, please put them in the chat.
Thanks!

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The Three Core Pains Caused by White Supremacy

1. Disconnection from the reality of systemic racism and its impact on people of color
2. Disconnection from yourself and your emotional system
3. Disconnection from people with different degrees of consciousness

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Compassionate Activism Model

1. 100% Committed to a Vision
2. 100% Acknowledging of Current Reality
3. In Community, In Every Moment

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The Five Practices of Compassionate Activism

1. Noticing Toxicity and Acknowledging Multiple Realities
2. Humble Curiosity and Gentle Mindfulness
3. Compassionate Self-Accountability and Radical Education
4. Compassionate Truth-Telling and Consciousness-Raising Inquiry
5. Shared Envisioning and Compassionate Non-Cooperation

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The First Practice of Noticing Toxicity and Acknowledging Multiple Realities

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How Toxicity Shows Up In Our Initial Reactions

When we're in a situation where we feel stuck, powerless, helpless, and/or voiceless, we often *skip over that feeling* and resist what's happening by:

- Demanding the past be different than what it was (aka should'ing, minimizing, denying)
- Making the other person wrong as a human being (aka judging, shaming, policing)

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Acknowledging the Existence of Three Different Realities

There are actually three realities occurring at the same time:

1. Your internal reality
2. The other person's internal reality
3. External reality

When we assume that our internal reality is the same as (or rather, *should be* the same as) the other person's internal reality and external reality, we run into problems.

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Accepting / Acknowledging External Reality

- Accepting / Acknowledge external reality as it is and as it is not.
- Accepting reality is different from saying it's acceptable.

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Reflection Time!

- What are the ways toxicity shows up in your initial reaction?
- What shifts, if anything, if you consider that we all have different experiences of the same thing and that happens?

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The Second Practice of Humble Curiosity and Gentle Mindfulness

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Having Humble Curiosity

- We often assume we know everything about the situation based on our initial reaction, even when we're just speculating.
- When we treat our speculations as truths, we struggle to create something new.
- Our speculations may be true but we don't know for sure until we ask - ask the other person and ourselves.
- When we have humble curiosity, it's possible to better understand what happened and how we can restore our connection with ourselves and with others.

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Toxic Swirling vs. Gentle Mindfulness

- Not In Touch with Present Moment / Unconsciously Driven by the Past
- Resistant: Change, Deny, Minimize
- Make Wrong: Judge, Shame, Blame
- Grounded in Your Make Believe World
- Connected To the Present Moment and How the Past Is Showing Up In the Present Moment
- Accepting / Acknowledging
- No Right or Wrong / Just Is
- Grounded in Your Internal Reality and External Reality

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Shifting from the Toxic Swirl to Gentle Mindfulness

1. Stop resisting your feelings by trying to:
 - Change it, make it go away, or make it better
 - Judge, shame, or blame it for existing
2. Instead, acknowledge your feelings and validate their right to exist and mattering. Repeat for the next layer of feelings that arise, if any.
3. Eventually you will become aware of a need and action you can take to care of that need. You can then choose or not choose to do so.

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Quick Formulas for Gentle Mindfulness

- I feel X and it's ok / that matters. (It's possible to feel X and that be ok)
- I see your pain and I care.
- I did/didn't do X and that happened.

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Practice Time!

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10 Minute Break!

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The Third Practice of Compassionate Self- Accountability and Radical Education

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How White Supremacy Teaches that the Pain of POC Isn't Real

When POC share that they've been violated - whether that's physically or emotionally, white people have been taught to believe that:

- It didn't really happen -> **Denying**
- It wasn't that bad -> **Minimizing**
- It was your fault -> **Blaming**
- You were asking for it -> **Shaming**
- You should have behaved differently -> **Policing**
- You need to stop talking about it -> **Silencing**

So white people have been unconsciously conditioned and socially punished into not being compassionate or empathetic to POC.

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Why We Need To Restore Our Connection To Our Emotional System

Compassionate is the appropriate human response to seeing someone in pain and is our desire to want to alleviate that pain.

Empathy can deepen compassion by helping us put ourselves in their position but is not necessary to be moved to action.

To tap back into our natural human response to pain, we need to identify what is getting in the way of that.

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Unlearning White Supremacy Through Radical Education

- There's a reason why you think and act the way you do. It's just based on the lies of white supremacy.
- Learn the history behind it and ask yourself:
 - Who is most harmed by this?
 - Who most benefits from this?
 - How am I unconsciously complicit in this?
 - How do I personally benefit from this?

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Moving Into Action

After taking care of your own pain and learning more, ask yourself:

What do I feel called forth to do in order to address this situation?

Listen for the answer. Don't try to figure it out or force it.

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Q&A Time!

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The Fourth Practice of Compassionate Truth-Telling and Consciousness- Raising Inquiry

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What This Conversation Is About

- Inviting people (whether POC or white) into a dialogue that affirms everyone's experiences and explores the disconnection between them.
- It's not about making them right or wrong. It's about sharing your truth.
- It's not about them changing their minds. It's about you wanting to understand their truth.
- It's not about getting them to stop. It's about you taking care of yourself and treating yourself like you matter.

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Toxic Ways We Often Relate

We make them wrong as a person:

- Judge them
- Shame them
- Police them
- Punish them
- Dismiss them

We resist their experience of the situation (aka their internal reality):

- Deny and minimize what they're feeling
- Focus on how they 'should' be feeling (aka make believe world)
- Try to force them to agree with us (aka push our internal reality on to them)

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Just Ask!

1. Inquire to meet them in their internal reality
2. Invite them to meet you in your internal reality

Use your anti-oppression analysis to inform how you inquire and share your perspective

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It's About Staying Focused on the 3 Realities

- More effective if the person who's more stuck in the toxic swirl shares their internal reality first.
- If both people are struck in the toxic swirl, make sure to take care of yourself first and foremost.
- It's not about who's most calm because you can be calm and be in toxic swirl.
- It's about who's more focused on the 3 realities, which can be communicated in a fierce and loud way and express anger, frustration, and resentment.

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Reflection Time!

- What was your intention in this conversation?
- What type of world were you creating in this conversation with that intention?
- What would be different if your intention was to understand the different realities and notice how the disconnection is causing pain and suffering?

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The Fifth Practice of Shared Envisioning and Non-Cooperation

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Co-Creating a Shared Vision

1. Through the Fourth Practice of Compassionate Truth-Telling and Consciousness-Raising Inquiry,
 - Get connected.
 - Identify shared values/goals/interests that are core to each other's realities.
2. Given your new understanding of each other's realities, create a solution that honors the shared core values.
 - Do not get fixated on the position you've taken previously (yes, X but, Y). Focus on the shared interest.
 - Try "Yes [*insert their perspective*], and [*your perspective*]. So how about we try X together?"
3. If fear from the past presents itself through feeling stuck, go through Practice 1-3 again.

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Compassionate Non-Cooperation

- You can't control their behavior but you can choose yours.
- If you can't co-create an agreement, then choose to disengage - while hoping for their best, including being able to co-create in the future.

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More Toxic Swirl versus Compassionate Non-Cooperation

- Assume you know what's best for them at that moment
- Want to make them agree with you and not willing to accept a no (aka coercion)
- Make them wrong as a person for not agreeing with you
- Not care about where they're coming from or how they got there
- Remain silent and resentful.
- Acknowledge that their perspective is their perspective and it doesn't have to be the same as yours in order to be legitimate
- Invite them to agree with you and being willing to accept a yes, no, or counter offer
- Acknowledge while you don't agree with their position, it makes sense to them in this moment
- Get curious about what happened in their internal reality. Listen for their pain and how it got created, which is underneath their position.
- Hope they receive the healing they need in order to become more free from their pain and be more open to co-creating and aligning their values and actions.

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Key Takeaways

If you could only remember one thing from this whole session, what would it be?

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