

## Healing from Toxic Whiteness Practice Session 3

We will begin shortly at 8 pm ET / 5 pm PT. As we wait for other participants to arrive, please share in the chat:

- What is coming up for you that you would like support for in today's session?

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

1

## Apply to Yourself First!

1. Noticing Toxicity and Acknowledging Multiple Realities
2. Humble Curiosity and Gentle Mindfulness
3. Compassionate Self-Accountability and Radical Education

## Then Apply to the Other Person!

2

## Restoring Internal Justice with Compassion

1. Notice the toxicity of resisting what happened and making someone/yourself wrong as a person in how you're relating to the specific situation.
2. Acknowledge that there are three different realities at play - your internal reality, the internal reality of the other person(s), and the external reality.
3. Get humbly curious about your internal reality and bring gentle attention to how it's expressing itself via your body.
  1. Acknowledge (and continue acknowledge) what is coming up for you until you reach the source pain.
  2. Invite the source pain to share with you what it needs in order to be cared for.
  3. Acknowledge how you have not been taking care of that pain and how it's impacted you and others.
  4. Notice if/how you feel called forth to care of that pain.
  5. Affirm if you will do as you feel called forth and if you're not ready to affirm that, affirm where you are related to that action.
4. Learn about what led to you believing that your position was acceptable in the first place.

3

## Toxic Swirl versus Mindfulness for Their Internal Reality

- |   |  |
|---|--|
| • Focus on how they 'should' know better and it never should have happened  | • Let go of your make believe world and acknowledge that what happened did happen          |
| • Assume you know what their internal reality is                            | • Get curious about what happened in their internal reality                                |
| • Resist their internal reality and make them wrong as a human being for it | • Acknowledge their experience and feelings of the situation as having happened            |
| • Tell them why they're wrong for having that experience                    | • Ask them questions to help them unpack their own experience                              |
| • Try to force your internal reality onto to them                           | • Share your internal reality (and other perspectives) and invite them to consider them    |
| • Not care about where they're coming from or how they got there            | • Listen for their pain and how it got created, which is underneath their initial reaction |
| • Demand agreement even if it's coerced or feel silenced                    | • Offer another approach that is more inclusive and addresses their pain and/or values     |

4

# Reflection Time!

- Which toxic swirl ways do you often do?
- What's the impact on the other person and on you?
- What might be possible or different if you approached them with mindfulness?

5

# 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.

6

# 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)

7

# 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.

8

## 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**

9

## Share Your Truth

- Share your internal reality as part of your own compassionate self-accountability and in service of your own healing
- It's about you and what you need to give yourself. It's not about how they receive it or if they agree with it.
- At most, you can invite them to consider it as your experience while acknowledging that they also may have a different experience of the situation. They have the right to say no and they just may say yes.

10

## 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?

11

## Restore External Justice with Compassion

1. Create the space for your truth-telling and consciousness-raising inquiry:
  1. Share your intention for the conversation and why it's important to you to have this conversation.
  2. Name the known and potential roadblocks and risks you're concerned about.
  3. Invite them to acknowledge your purpose in having this conversation.
  4. Invite them to join you in this conversation.

12

## Restore External Justice with Compassion

2. Begin the truth-telling and consciousness-raising inquiry:
  1. Name the disconnection between what you think might have been their intention and the impact their action had on you.
  2. Hold the space for their self-inquiry by letting whatever arise, arise without judgement and resistance - similar to when you bring mindfulness to your internal reality.
  3. Ask questions, guided by your anti-oppression analysis, to unpack why this disconnection between their intention and impact happened.
    1. Tell me more
    2. Why do you feel that's true?
    3. Where did you learn/hear that?
    4. Did you know about X?
  4. Support them in identifying their source pain that led to the disconnection for them.

13

## Restore External Justice with Compassion

3. Invite them to make amends:
  1. As they have shifted away from their own toxic swirl and are now in touch with their internal reality, including their source pain, they are probably more emotionally able to acknowledge your internal reality even though it is different from their's.
  2. If they do not ask how to make amends for their actions, invite them to support you in addressing the impact of their actions on you. This may be simply to acknowledge the impact and it may include some other actions as well.
  3. If they do not willing to consider making amends, continue to invite them to unpack what is behind their resistance to even considering.

14

## Restore External Justice with Compassion

4. Engage in shared envisioning:
  1. Having identified the source of the disconnection and acknowledged the Make amends for themselves and to you
  2. From the internal realities shared, identify shared values, goals, and/or interests.
  3. Based on those shared values, co-create a plan that aligns the intention and impact.

15

## Restore External Justice with Compassion

- Factors to consider:
1. Emotional charge for each person involved
  2. Power dynamics
  3. Risks involved if they're toxic, controlling, and/or abusive
  4. Not available

16