

Empowering relationships...

## Redwood Empire Chapter

of California Association of Marriage and Family Therapists

### **Outline Notes from Revealing White Privilege and Healing Racial Trauma with Dr. Kenneth Hardy**

**(starts at 45 min. <https://vimeo.com/427600351?ref=em-v-share>)**

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#### **Whiteness:**

= ideology, a powerful organizing principle like a democracy

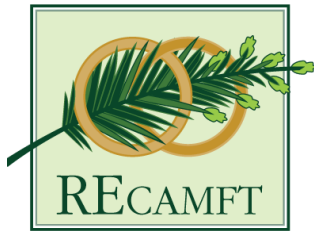
#### **10 Tips on becoming and being a racial Ally/ a cross-racial Ally**

(for white people, and non-black POC / aspiring Allies)

1. Invest heavily in knowing thyself as a racial being
2. Self-Examination, Self-Interrogation, & Self-Reflection
3. Relational Accountability
4. Allyship
5. Exchange Saviorship for Servantship
6. Commitment to an Integrated Life
7. Commitment to becoming racially lingual
8. Develop, refine, exercise, strengthen one's voice, proactively
9. Identify and adopt a dimension of structural racism that becomes one's obsession
10. Master the tasks of the privileged

#### **Tasks of the Privileged**

1. Develop thick skin.
2. Draw distinction between comfort and safety.
3. Intentions v. Consequences.
4. Avoid Equalization of Suffering.
5. Avoid becoming a F.O.E. (Framer of other's experiences).



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6. Avoid issuance of prescriptions.
7. Avoid taking an ahistorical perspective.
8. Avoid 'Privempathy' (Empathy of the Privileged).
9. Develop intimacy muscle.
10. Avoid Privilege Interruptus (Listen more - lecture less).