Relevant Links

**Courageous Conversations**
Courageous Conversations is one of the premier programs that offers teaching and tools to promote anti-racism and conflict resolution skills. We Need 2 Talk uses CC’s compass to help our workshop participants think about their responses to the work we do together and to aid in communication. Courageous Conversations provides some free resources on their website, and provides regular online anti-racist workshops for a fee.

**Defining White Supremacy**

**White Supremacy Culture, Tema Okun**
Link to PDF of Okun’s piece on white supremacy culture from Dismantling Racism. A list of some traits of white supremacy culture, how they show up in our workplaces and relationships, and ways to respond.

**Examples of White Supremacy in Action**

**The Test Kitchen**
A podcast produced by Gimlet Media on the ramifications of unchecked white supremacy culture at Bon Appetit magazine in the 2010’s. A [Twitter thread](https://twitter.com/) by Eric Eddings, a former employee of Gimlet, critiqued Test Kitchen, noting that similar racism was also endemic to the culture of Gimlet. Within 24 hours, two of the podcast’s producers [stepped down from their positions at Gimlet](https://www.gimletmedia.com/).

**School Library Journal February Cover**
The cover story of SLJ in February 2021, “Why White Children Need Diverse Books,” was critiqued as hurtful, tone deaf, and centering whiteness during Black History Month by many in
the library community. Shortly after its publication, February 4th, editor Kathy Ishizuka issued an explanation of the decision to run this story and the process through which it was vetted. The next day, Ishizuka issued an apology for the article and SLJ’s insensitivity to critiques.

We share these two stories to demonstrate how deeply white supremacy culture is embedded in our work cultures, including the spaces where our media is produced and critiqued. This means that white supremacy culture is being reproduced both in workplace ecosystems as well as through the media those companies disseminate and recommend.

Responding to and Interrupting White Supremacy Culture

A Guide to Responding to Microaggressions
This guide from University of Illinois School of Engineering provides some helpful questions and conversation starters for responding to microaggressions. We think these are also great ways to respond to moments when you observe white supremacy culture in action. Several downloadable resources are available from this site.

Calling In
We teach the strategy of calling in as a way to extend empathy to folks we consider allies or potential allies. It is both a strategy for letting someone know that they have said or done something harmful as well as a recognition that we all make mistakes, and are all in a constant process of learning anti-racism. We recommend calling in through a one-on-one conversation through the sharing of a personal story that describes a mistake you made and how you repaired after the mistake, or came to realize you were wrong.

For more information on calling in, check out this set of readings, which includes an interview with Professor Loretta Ross, author of a Dec 2020 New York Times editorial on the subject. If you would like to practice calling in, or learn more about it, check out Showing Up For Racial Justice NYC chapter’s workshops on the subject.