

**DISMANTLING
WHITE
SUPREMACY
WORK
CULTURE**





**WHITE SUPREMACY
PERVADES OUR ...**

**CULTURE,
INSTITUTIONS,
AND
RELATIONSHIPS.**

**IT IS A SELF-PERPETUATING
SYSTEM THAT
CONTINUES TO FUEL...**

**COLONIALISM,
EXPLOITATION,
OPPRESSIONS,
INEQUITIES, AND
BRUTALITIES THAT
PEOPLE OF COLOR
EXPERIENCE**

TO DISMANTLE

**WHITE
SUPREMACY
WORK
CULTURE**

YOU MUST:

1.



UNDERSTAND

**WHITE
SUPREMACY**

CULTURE



**SELF
REFLECT 2.
ON THE WAYS
IN WHICH
WHITE
SUPREMACY
CULTURE
SHOWS UP**



**3. EXPOSE
THE**

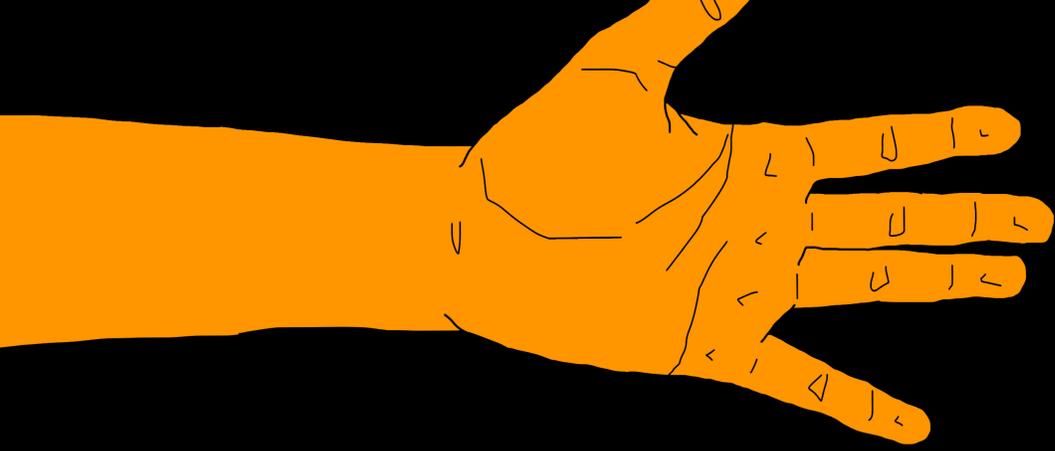
IMPACT

OF

WHITE

SUPREMACY.





4.

**WORK
DIRECTLY
WITH
IMPACTED
COMMUNITIES**



**5. YOU
HAVE THE
POWER
TO CHANGE
THINGS!**



PRINCIPLES OF
 **WHITE** 
SUPREMACY
WORK CULTURE

“PERFECTIONISM”

“SENSE OF URGENCY”

“QUANTITY OVER QUALITY”

“DEFENSIVENESS”

“QUALIFIED”

“PATERNALISM”

“EITHER/OR THINKING”

“POWER HOARDING”

“FEAR OF OPEN CONFLICT”

“RIGHT TO COMFORT”

SOURCE: “WHITE SUPREMACY WORK CULTURE” BY TEMA OKU

“OBJECTIVITY”

“WORSHIP OF THE WRITTEN”

“INDIVIDUALISM”

“PROGRESS IS BIGGER, MORE”

SOURCE: “WHITE SUPREMACY WORK CULTURE” BY TEMA OKU

**WHY DOES
IT MATTER?**

**AND HOW DOES
IT INTERSECT
WITH HIV ?**



HOW DOES IT SHOW UP IN HIV ORGANIZATIONS?

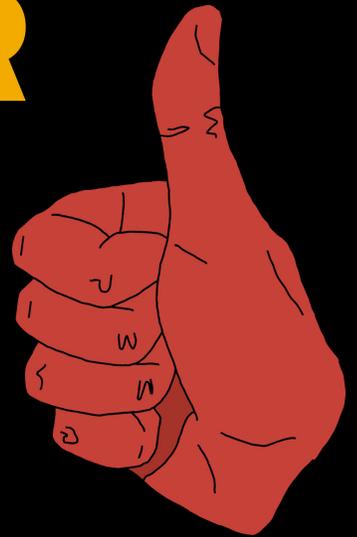
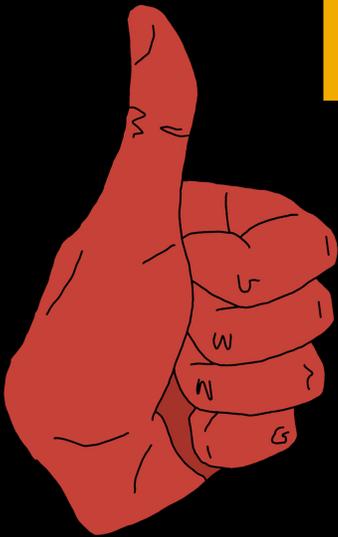
**FUNDING STRUCTURE
AND DECISIONS**

**PAY STRUCTURE
AND HIRING PRACTICES**

**HOW THE WORK IS
CONDUCTED AND
WITH WHOM**

**GATEKEEPING
AND TOKENISM**

**DISMANTLING
WHITE SUPREMACY
MAY LEAD TO
MANY BENEFITS
FOR YOUR
ORG,
STAFF,
& CLIENTS!**



FOR EXAMPLE, BUT NOT LIMITED TO:

JOB SATISFACTION

ROLE CLARITY

**HIGH WORK PERFORMANCE
AND SAFETY**

UNDERSTANDING OF CULTURE

FOR EXAMPLE, BUT NOT LIMITED TO:

INTERNAL VALUES

LOW BURNOUT

COMMITMENT TO ORGANIZATION

**HIGH RETENTION OR
UPWARD MOBILITY**

CRITICAL REFLECTION QUESTIONS

→ THAT LEAD TO ACTION ←

INTRAPERSONAL → QUESTIONS ←

(YOU SHOULD BE ASKING YOURSELF)

1. HOW DID I LEARN HOW TO WORK TOGETHER?

2. HOW DO I WORK TOGETHER WITH OTHERS?

3. HOW DID I LEARN TO LEAD?

4. HOW DO I LEAD?

**5. HOW HAVE I INTERNALIZED/DEFENDED
WHITE SUPREMACY WORK CULTURE ?**

**6. WHAT PRINCIPLES OF WHITE SUPREMACY
WORK CULTURE DO I THINK ARE GOOD
WORK ETHICS, AND HOW CAN I BEGIN TO
DISMANTLE THESE ACTIONS**

**7. HOW DO I BENEFIT FROM WHITE
SUPREMACY WORK CULTURE?**

INTERPERSONAL → QUESTIONS ←

(YOU SHOULD BE ASKING OTHERS)

1. WHAT WORKING STYLE DO YOU THRIVE BEST IN?

2. WHAT IS THE WORKING STYLE OF YOUR COLLEAGUES?

3. HOW CAN WE BEST SUPPORT EACH OTHER?

4. CAN WE CREATE SHARED VALUES THAT WE WILL USE AS GUIDING PRINCIPLES OF HOW WE DO OUR WORK?

5. HOW CAN WE BEST MANAGE CONFLICT?

ORGANIZATIONAL → QUESTIONS ←

(YOU SHOULD BE ASKING OF YOUR ORGANIZATION)

1. DO WE PRIORITIZE THE WORK OR THE PEOPLE?

2. HOW DO WE VALUE WORK VS PEOPLE?

3. WHAT ARE THE ORGANIZATIONAL CULTURE NORMS THAT WE UPHOLD THAT CAUSES HARM?

4. HOW DO WE INVEST IN DISMANTLING WHITE SUPREMACY WORK CULTURE?

5. HOW DO YOU TALK ABOUT RACE IN YOUR ORGANIZATION?

6. WHAT ARE PRACTICES & POLICIES THAT ADDRESSES THE HARM CAUSED BY WHITE SUPREMACY WORK CULTURE?

7. WHAT ACCOUNTABILITY MODELS DO WE UTILIZE TO ADDRESS FOR THE HARM OF WHITE SUPREMACY WORK CULTURE?

**WHAT CAN
I DO?**



**DEVELOP REALISTIC WORK
PLANS FOR YOUR PROJECTS**

**NEVER ASSUME THAT
YOU KNOW WHAT IS BEST
FOR A COMMUNITY
WITHOUT ASKING THEM.**

**MAKE SURE THAT YOUR
GOALS SPEAK TO HOW
YOU WANT TO DO
YOUR WORK.**



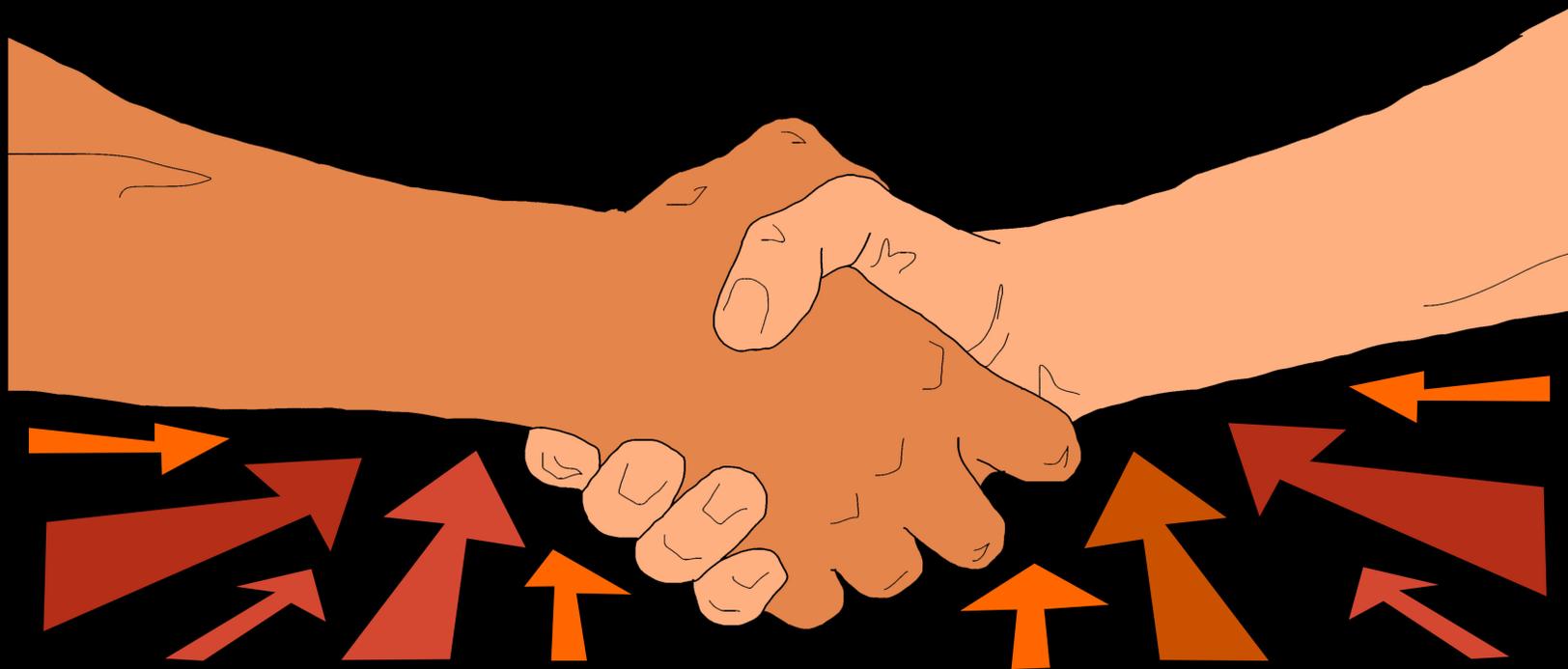
**WHAT CAN I DO
WITH OTHERS?**



**DISCUSS AND PLAN
TOGETHER**

**CREATE SHARED
VALUE STATEMENTS**

**ROLE PLAY WAYS TO
HANDLE CONFLICT BEFORE
CONFLICT HAPPENS**

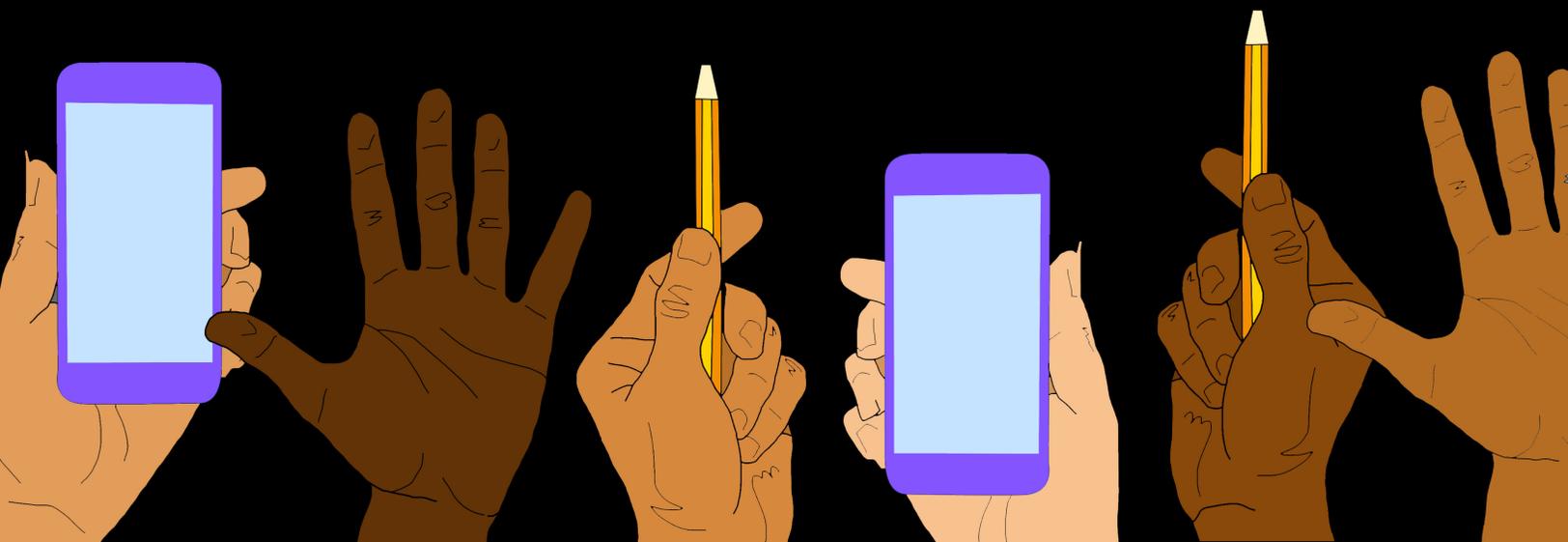


**WHAT CAN WE
DO AS AN
ORGANIZATION?**

**RE-EVALUATE YOUR
ORGANIZATIONAL CULTURE
TO DEVELOP COLLECTIVE
LEARNING.**

**MAKE ORGANIZATIONAL
CHANGES SO THAT
BLACK EMPLOYEES CAN
CREATE A CULTURE OF
SUPPORT.**

**INVEST IN ORGANIZATIONAL
CHANGE TO DIRECTLY DISMANTLE
WHITE SUPREMACY CULTURE.**



FEAR ZONE

I DENY RACISM IS A PROBLEM

I TALK TO OTHERS WHO THINK AND LOOK LIKE ME

I RECOGNIZE RACISM IS A CURRENT PROBLEM

I UNDERSTAND MY OWN PRIVILEGE

GROWTH ZONE

I DON'T LET MY MISTAKES STOP ME FROM GROWING

I EDUCATE OTHERS ON HOW RACISM HARMS OUR PROFESSION

WE SUPPORT EACH OTHER TO SPEAK OUT WHEN WE SEE RACISM

WE SEE SOME OF THE BENEFITS

WE USE OUR MISTAKES TO BECOME BETTER

BECOMING AN ANTI-RACIST

Consider and reflect on this info-graph that shows how to grow. The key here is taking personal action

TO
ME

I STRIVE TO BE
COMFORTABLE

I AVOID HARD
QUESTIONS

LEARNING ZONE

I LISTEN TO OTHERS
WHO THINK & LOOK
DIFFERENTLY THAN ME

I EDUCATE MYSELF
ABOUT STRUCTURAL
RACISM

I SIT WITH MY
DISCOMFORT

I SPEAK OUT WHEN
I SEE RACISM IN
ACTION

TRANSFORMING ZONE

IDENTIFY HOW
OF US CONTINUE TO
IT FROM RACISM

WE CONTINUALLY
CHANGE POLICIES
TO BE ANTI-RACIST

I IDENTIFY HOW
I BENEFIT FROM
RACISM

TRANSFORMING ANTI-RACIST

how anti-racism progresses from fear, to learning, to action." Adapted by Andrew M. Ibrahim, MD, MSc

ONLINE RESOURCES

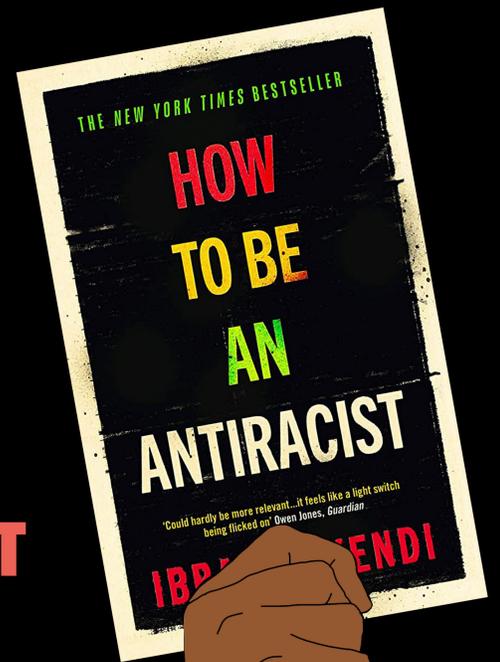
**WATCH NOW
ON YOUTUBE!**

**STATUS
ANXIETY -
WHITENESS:
THE
MEANING
OF A
RACIAL,
SOCIAL,
& LEGAL
CONSTRUCT**

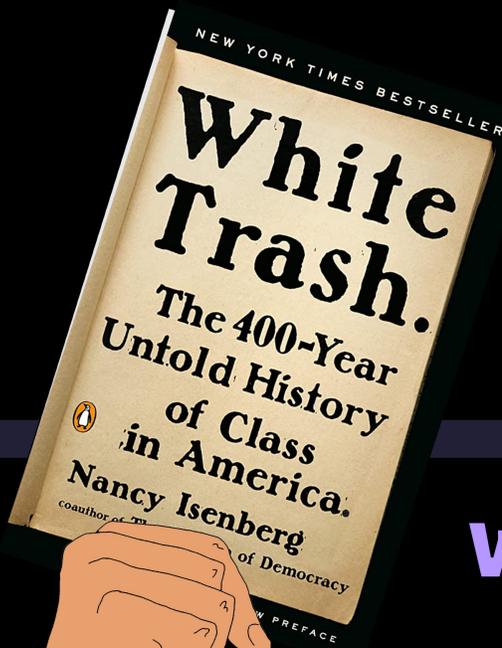
**WHITENESS: THE
MEANING OF A
RACIAL, SOCIAL, &
LEGAL CONSTRUCT
CULTURAL**

**THE FIRE THIS TIME:
CLAUDIA
RANKINE ON
WHITENESS
AS A BRAND**

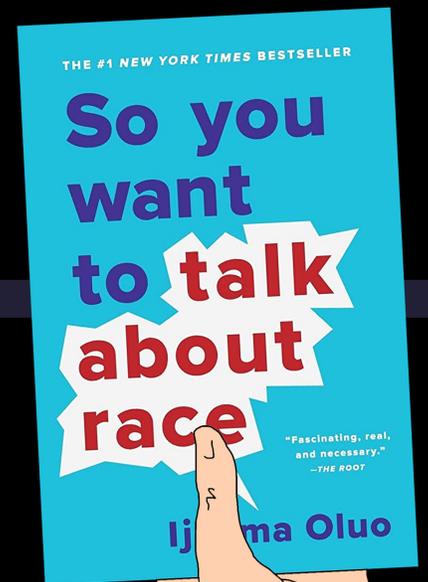
LITERARY RESOURCES



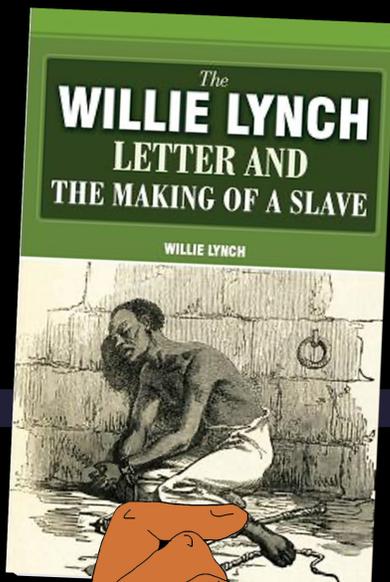
**HOW TO
BE AN
ANTIRACIST**
BY IBRAM
X KENDI



WHITE TRASH
BY NANCY
ISENBERG



**SO YOU WANT
TO TALK ABOUT
RACE**
BY IJEOMA OLUO



**THE WILLIE LYNCH LETTER AND
THE MAKING OF A SLAVE**
BY WILLIE LYNCH



CURATED BY



BLACK POWER LIBERATION & HEALING NOW
BPLHN

I WOULD LIKE TO EXPRESS MY SINCERE GRATITUDE TO TEMA OKUN AND OTHER CONTRIBUTORS FOR THEIR WORK ON "WHITE SUPREMACY CULTURE." THEIR RESEARCH HAS BEEN INSTRUMENTAL IN IDENTIFYING AND ADDRESSING THE CHARACTERISTICS OF WHITE SUPREMACY WORK CULTURE THAT CAN BE PERVASIVE IN ORGANIZATIONS AND INSTITUTIONS. I WOULD ALSO LIKE TO THANK IBRAM KENDI FOR HIS WORK ON CREATING AN ANTI-RACIST COMMUNITY/ORGANIZATION, BLACK POWER, LIBERATION, AND HEALING NOW (BPLHN) INC., AND COLLECTIVE FOR COMMUNITY ACTION FOR THEIR CONTRIBUTIONS TO THE FIGHT AGAINST RACISM.

~Marcus A. Stanley, MPH, MCHES[®] and Dr. Samira Ali

ARTIST: SANNA LEGAN

