

Learning Opportunity for Staff: A Conversation on *White Fragility* Summer 2020

DESCRIPTION

This small group learning opportunity will provide a space for AU staff who self-identify as white to engage with each other over the course of the summer using Robin DiAngelo's book, *White Fragility*, as the foundation for our conversation. This group is meant for any full- or part-time staff who identify as white and are open to learning with an understanding that each of us can play a part in influencing the level of inclusion felt by all members of our community.

HOW TO APPLY: Complete the brief application at: <https://bit.ly/3712aga>. **Deadline to apply: July 1st**

MEETING DATES

While it is best to attend all meetings to gain the most from this experience, having a conflict with one of the dates should not prevent you from applying for this opportunity. When applying, please choose the option indicating that both schedules work if that is the case for you, as this will help us to accommodate schedules and create two groups of appropriate size.

SCHEDULE OPTIONS

Group A: Tuesdays 12:00-1:15pm July 14 th July 28 th August 11 th August 18 th	~OR~	Group B: Thursdays 12:00-1:15pm July 16 th July 30 th August 13 th August 20 th
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KNOWLEDGE, SKILL AND ATTITUDE GOALS

KNOWLEDGE	SKILLS	ATTITUDES
<ul style="list-style-type: none"> Identify the ways <u>White Fragility</u> relates to our own experience Recognize and understand the personal, organizational and sociological ramifications of living in a white dominant society Examine how personal and collective cultural stories, experiences and behavioral patterns reinforce racism 	<ul style="list-style-type: none"> Establish a space where white people can collectively learn the language, ideologies and conversations of disrupting racism Practice ways to disrupt racist patterns Learn how to respond to issues beyond our own lived experience 	<ul style="list-style-type: none"> Develop greater racial awareness and critical thinking skills Increase our humility to become accountable to the racism in our everyday lives

WHERE TO GET THE BOOK: *White Fragility* can be found at the [DC Public Library](#) where anti-racist e-books have been made available on an unlimited basis. Also, consider purchasing from a local, Black-owned bookstore, such as [Loyalty Books](#).

Description of *White Fragility: Why It's So Hard for White People to Talk about Racism*

In this "vital, necessary, and beautiful book" (Michael Eric Dyson), antiracist educator Robin DiAngelo illuminates the phenomenon of white fragility and "allows us to understand racism as a practice not restricted to 'bad people' (Claudia Rankine). Referring to the defensive moves that white people make when challenged racially, DiAngelo explains that white fragility is characterized by emotional reactions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors function to prevent any meaningful cross-racial dialogue. DiAngelo examines how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively. Robin DiAngelo, who holds a PhD in Multicultural Education, describes herself in this way: "I grew up poor and white. While my class oppression has been relatively visible to me, my race privilege has not."

Questions? Email auconnects@american.edu