

 **UR HOUR**  

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**A Gathering for BIPOC  
in Public Media**

# This space is for **us**.

***This space is for people who identify as People of the Global Majority, BIPOC, biracial or multiracial.***

If you identify as white or caucasian, you may be compromising the sense of safety this town hall provides; we kindly ask that you exit this space now.



# Speed Meet & Greets 🖐️

Building connection with one another

- Groups of three. Please keep cameras on.
- Share your name, organization and title.
- What are you looking forward to most this upcoming summer season?

**5 Minutes**

# Update: Community Service Grant (CSG) Policy Review Panels

CPB launched its review of Radio and TV CSG policies, which includes an assessment of the impact of changes made to the calculation of CSGs approved by the Board in 2019 and implemented beginning with fiscal year (FY) 2021.

## Process:

- Examine FY 2021, 2022, and 2023 CSGs to determine if the changes achieved their intended objectives.
- Assess environmental factors that have changed since 2019, including lingering effects of the pandemic and increases in the CPB appropriation, to consider their impact on grant formulas.
- Two policy review panels – one for radio and one for TV – comprised of station and industry leaders will attend separate online work sessions for each panel to conduct the policy review and to provide system perspectives and information. Meetings will continue through July.
- CPB management will then review panelists' recommendations, conduct other research as necessary, and prepare policy recommendations to present to the CPB Board in December 2023. Any policy changes approved by the Board will take effect in the calculation of FY 2025 CSG awards.

For more information visit [cpb.org/stations](https://cpb.org/stations)



# Community Service Grant (CSG) Policy Review Panelists

## For Television

Steve Bass, Oregon Public Broadcasting,  
Portland, OR

Franz Joachim, KNME, Albuquerque, NM

Nico Leone, KERA, Dallas, TX

Becky Magura, WNPT, Nashville, TN

Kevin Martin, WVIZ, Cleveland, OH

Julie Overgaard, South Dakota PTV, Vermillion,  
SD

Luis Patiño, KLRU, Austin, TX

Greg Petrowich, WFYI, Indianapolis, IN;

Molly Phillips, Iowa PBS, Johnston, IA

Sean Plater, WHUT, Washington, DC

Sharon Rockefeller, WETA, Arlington, VA

Neal Shapiro, WNET, New York, NY

Ed Ulman, KAKM, Anchorage, AK

## For Radio

Jennifer Dorian, WABE, Atlanta, GA

Scott Finn, Vermont Public, Colchester, VT

Lackisha Freeman, WNCU, Durham, NC

Stephen George, Louisville Public Media,  
Louisville, KY

Rachel Hubbard, KOSU, Stillwater, OK

Myrna Johnson, Iowa Public Radio, Des Moines,  
IA

Mollie Kabler, CoastAlaska, Wrangell, AK

Christina Kuzmych, Wyoming Public Radio,  
Laramie, WY

Tom Michael, Boise State Public Radio, Boise, ID

Erika Pulley-Hayes, WAMU, Washington, DC

Susan Rogers, WXXI, Rochester, NY

Kerry Semrad, KZUM, Lincoln, NE

Steve Williams, WBGO, Newark, NJ

# Announcements

Share what's happening in your world.

 Spread joy and encouragement by sharing personal or professional achievements

 Promote industry-wide job opportunities, networking events, and learning offerings

 Show love for up-and-coming BIPOC creators and businesses

# Our Hour Activities @ PMDMC

Tuesday, July 11 & Thursday, July 13 | Atlanta, GA

Register @ [PMDMC.org](https://PMDMC.org)

**Tuesday, July 11 @ 6:30 - 8:30 pm**

Our Hour table at Opening Reception/Networking Event

**Thursday, July 13 @ 12:15 - 1:30 pm**

*Our Hour Presents:* The Fundraisers of Color Luncheon

**\*\*Registration Required\*\***

Be an Our Hour Ambassador at PMDMC! Send Sway a direct message in the chat now or e-mail [sway@greaterpublic.org](mailto:sway@greaterpublic.org) for more information.



# Breaking Down Our Conditioning

## Our Focus Today:

- Awareness of White Supremacy Culture Characteristics in our Workplaces
- How WE as BIPOC Exhibit and/or Uphold WSCC
- How we can begin to break down/dismantle our own *\*conditioning*

**\*\*\*FOCUS ON THE BEHAVIORS, NOT INDIVIDUALS\*\*\***

*\*the process of training or accustoming a person (or animal) to behave in a certain way or to accept certain circumstances.*

# Today's Guest Speaker




**Cortez Washington (he/him)**

Program Manager at i.c.stars  
Milwaukee

Host, Editor, and Producer of  
*The Unapologetically Black  
Gaming Podcast*





# BREAKING DOWN WHITE SUPREMACY CULTURE CHARACTERISTICS





# Takeaways from today

- ABILITY TO DEFINE WHAT IS WHITE SUPREMACY CULTURE.
- IDENTITY OF THE CHARACTERISTICS OF WHITE SUPREMACY CULTURE.
- MINOR BUT EFFECTIVE TOOLS AND TACTICS TO DISMANTLE THESE CHARACTERISTICS  
WITHIN YOUR WORKDAY.



# White Supremacy Culture

WHITE SUPREMACY CULTURE (WSC) IS THE IDEOLOGY THAT WHITE PEOPLE AND THE IDEAS, THOUGHTS, BELIEFS AND ACTIONS OF WHITE PEOPLE ARE SUPERIOR TO PEOPLE OF COLOR AND THEIR IDEAS, THOUGHTS, BELIEFS AND ACTIONS.

WSC IS REPRODUCED BY ALL THE INSTITUTIONS OF OUR SOCIETY. IN PARTICULAR THE MEDIA, THE EDUCATION SYSTEM, WESTERN SCIENCE AND THE CHRISTIAN CHURCH HAVING PLAYED KEY ROLES IN REPRODUCING THIS CULTURE LINKED TO WHITE SUPREMACY.



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TAKE A SECOND TO THINK ABOUT 2 - 3 SITUATIONS THAT YOU HAVE SEEN ON SOCIAL MEDIA OR THE NEWS RECENTLY THAT WERE RACIALLY MOTIVATED AS SOME OF THE CHARACTERISTICS WE DISCUSSED TODAY MAY HAVE PLAYED A KEY ROLE IN THE INTERACTION.

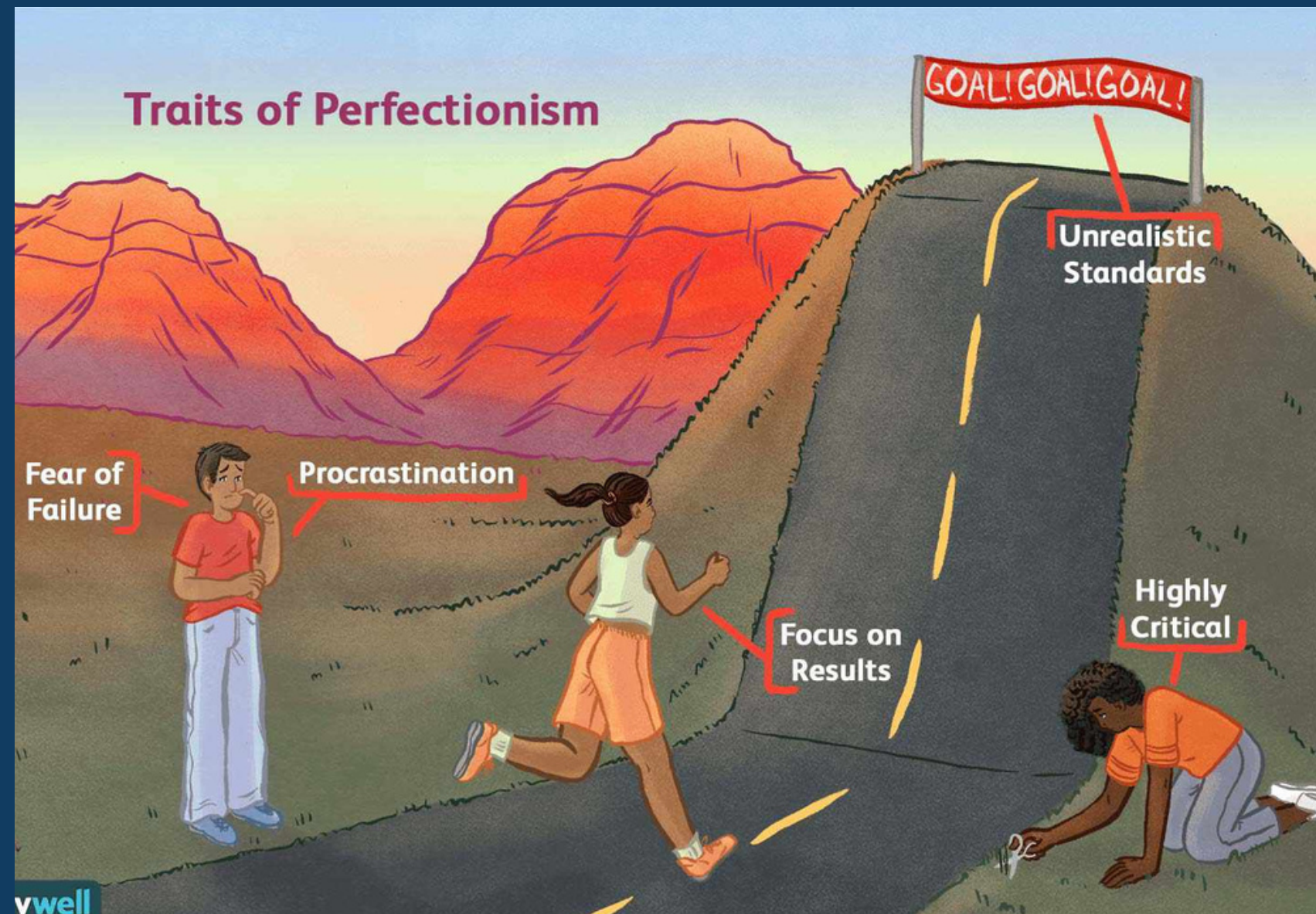
# FEAR



- THE NUMBER ONE STRATEGY OF WSC IS TO **MAKE US AFRAID**. WHITE SUPREMACY, WHITE SUPREMACY CULTURE, AND RACISM USE FEAR TO DIVIDE AND CONQUER, ALWAYS IN THE SERVICE OF PROFIT AND POWER FOR A FEW AT THE EXPENSE OF THE MANY.
- WHEN WE ARE AFRAID, WE ARE EASILY MANIPULATED BY ANY FALSE YET POWERFUL SENSE OF SAFETY. THE PROMISED SAFETY IS FALSE BECAUSE IT IS ALWAYS BASED ON THE ABUSE AND MISUSE OF POWER THAT SHOWS UP AS EVERYTHING FROM MICROAGGRESSIONS TO DEADLY VIOLENCE DIRECTED AT WHOEVER OR WHATEVER WE ARE TOLD TO BE AFRAID OF.
- ANTIDOTE: NAMING IT WHEN IT ARISES, WHETHER IN A GROUP OR IN US INDIVIDUALLY. WE MUST COLLECTIVELY AND INDIVIDUALLY DEVELOP SKILLS TO **MEET OUR FEAR, SIT WITH OUR FEAR, NAME OUR FEAR, AND WORK TO AVOID LETTING FEAR DRIVE OUR BELIEFS, ACTIONS, AND DECISIONS.**



# PERFECTIONISM



- LITTLE APPRECIATION EXPRESSED FOR THE WORK THAT YOURSELF AND OTHER COLLEAGUES ARE DOING. THIS IS DONE BY POINTING OUT INADEQUACIES IN THE PERSON OR THEIR WORK.
- MISTAKES ARE SEEN AS **PERSONAL**, SO THEY REFLECT BADLY ON THE PERSON MAKING THEM AS OPPOSED TO BEING SEEN FOR WHAT THEY ARE, WHICH IS MISTAKES. MAKING A MISTAKE IS CONFUSED WITH BEING A MISTAKE, DOING WRONG WITH BEING WRONG.
- ANTIDOTE: **REPLACING PERFECTION WITH EXCELLENCE.** EXCELLENCE HAS MORE POTENTIAL TO BE DEFINED BY AND FOR US. WE HAVE MORE ROOM FOR IMPROVEMENT AND GRACE WITHIN EXCELLENCE. BUT ALSO, EXCELLENCE SHOULDN'T ALWAYS BE THE END GOAL IF OUTCOMES ARE NOT BASED ON A RANKING SYSTEM OR ANY PARTICULAR STANDARD.

# PATERNALISM

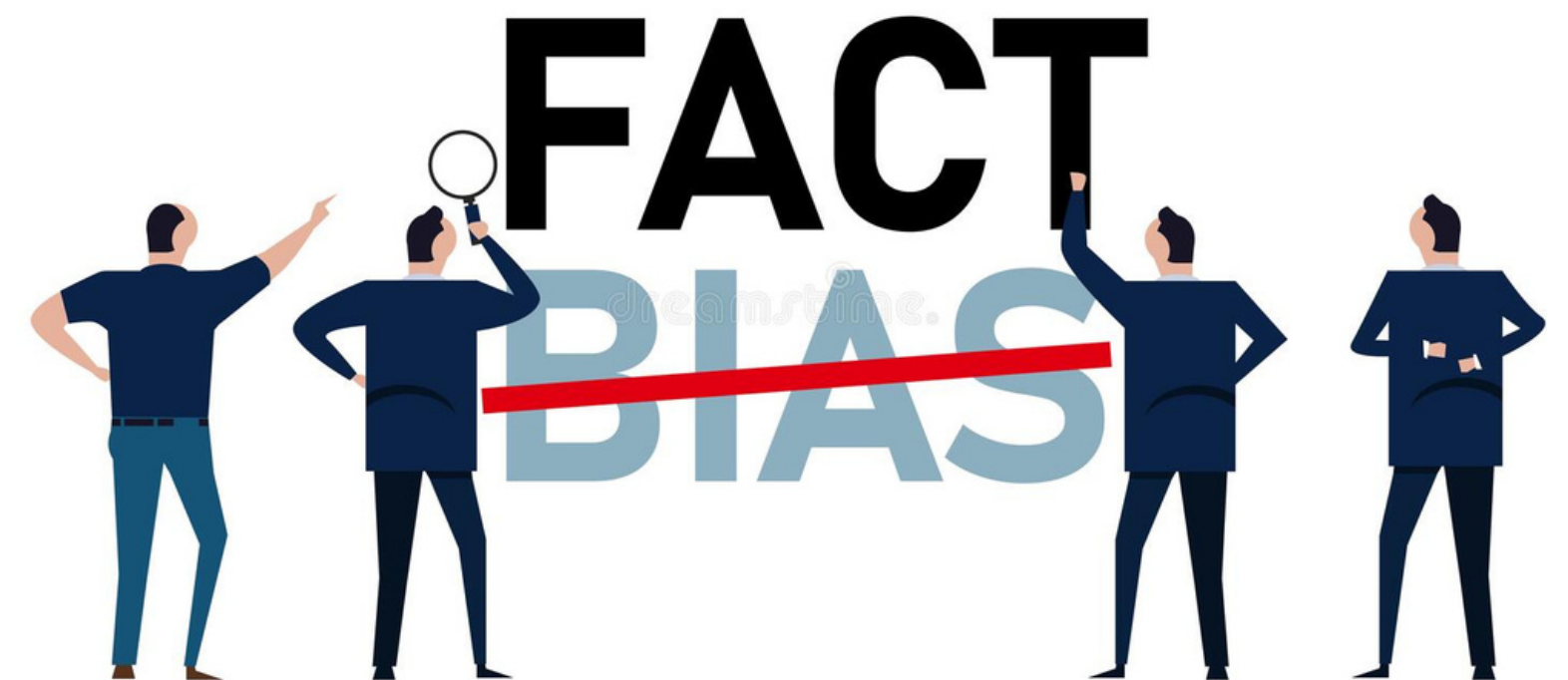


- DECISION-MAKING IS CLEAR TO THOSE WITH POWER AND UNCLEAR TO THOSE WITHOUT IT. THOSE WITH POWER THINK THEY ARE CAPABLE OF MAKING DECISIONS FOR AND IN THE INTERESTS OF THOSE WITHOUT POWER.
  - THOSE WITHOUT POWER DO NOT REALLY KNOW HOW DECISIONS GET MADE AND WHO MAKES WHAT DECISIONS, AND YET THEY ARE COMPLETELY FAMILIAR WITH THE IMPACT OF THOSE DECISIONS ON THEM.
  - ANTIDOTE: **SUPPORT PEOPLE AT ALL LEVELS OF POWER** TO UNDERSTAND HOW POWER OPERATES, THEIR LEVEL OF POWER, WHAT HOLDING POWER RESPONSIBLY LOOKS LIKE, AND HOW TO COLLECTIVELY RESIST AND HEAL FROM INTERNALIZED TENDENCIES TO HOARD AND DEFEND POWER.
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# OBJECTIVITY

- THE BELIEF THAT THERE IS SUCH A THING AS BEING OBJECTIVE AND THAT EMOTIONS ARE INHERENTLY DESTRUCTIVE, IRRATIONAL, AND SHOULD NOT PLAY A ROLE IN DECISION-MAKING OR GROUP PROCESS.
  - ASSIGNING VALUE TO THE "RATIONAL" WHILE INVALIDATING AND/OR SHAMING THE "EMOTIONAL" WHEN OFTEN IF NOT ALWAYS THE "RATIONAL" IS EMOTION WRAPPED UP IN FANCY LOGIC AND LANGUAGE.
  - ANTIDOTE: **ASK YOURSELF AND/OR THE GROUP WHAT A SITUATION MIGHT LOOK LIKE FROM THE POINT OF VIEW OF THOSE NOT PRESENT**; DEVELOP AUTHENTIC RELATIONSHIPS WITH THOSE WHOSE WORLD VIEW AND/OR EXPERIENCE COULD AND WILL INFORM YOUR WORLD VIEW. REMEMBER, EVERYONE HAS A WORLD VIEW AND ARE STEEPED IN THAT WORLD VIEW AT ALL TIMES. USE "I" STATEMENTS TO REDUCE GENERALIZATION OF THOUGHT.
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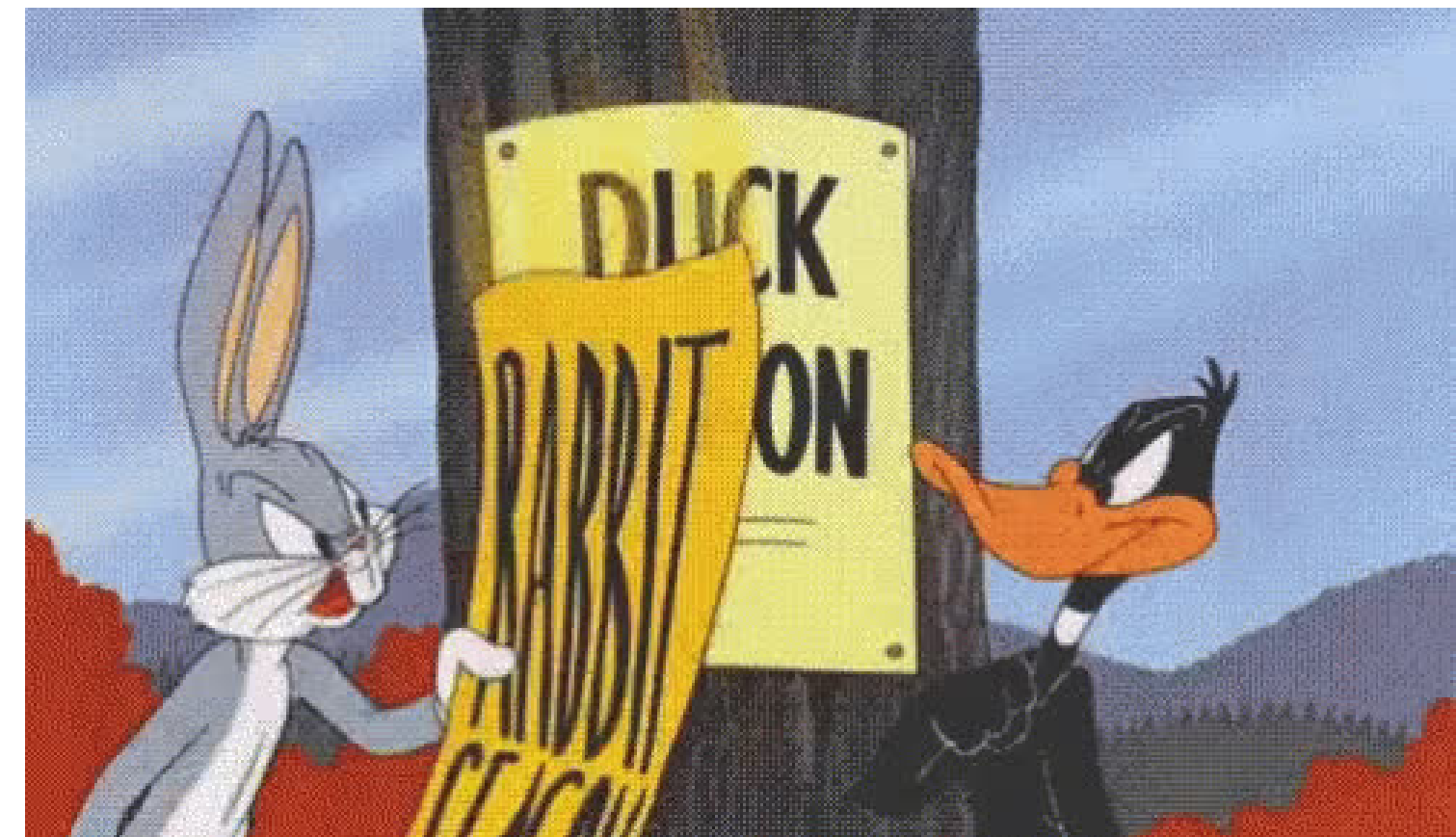
# Discussion Break

**WRITE DOWN AND SHARE ONE OR TWO WAYS YOU HAVE EXPERIENCED ANY OF THESE CHARACTERISTICS FROM WHITE OR NON-WHITE TEAM MEMBERS.**

**HAVE YOU UNINTENTIONALLY REINFORCED THESE TRAITS?**

# EITHER/OR THINKING

- THINGS ARE EITHER/OR, GOOD/BAD, RIGHT/WRONG, WITH US/AGAINST US (BINARY THINKING). **NO SENSE THAT THINGS CAN BE BOTH/AND.**
- CREATES CONFLICT AND INCREASES SENSE OF URGENCY, AS PEOPLE HAVE TO MAKE DECISIONS TO DO EITHER THIS OR THAT, WITH NO TIME OR ENCOURAGEMENT TO CONSIDER ALTERNATIVES, PARTICULARLY THOSE WHICH MAY REQUIRE MORE TIME OR RESOURCES.
- **ANTIDOTE: NOTICE WHEN YOU OR OTHERS USE 'EITHER/OR' LANGUAGE AND MAKE TIME TO COME UP WITH MORE THAN TWO ALTERNATIVES. ACKNOWLEDGE THE WAYS IN WHICH OPPRESSIONS INTERSECT AND REINFORCE EACH OTHER AS WELL AS THE WAYS IN WHICH OPPRESSION CAN BE OPERATING AT THE INTERPERSONAL, INSTITUTIONAL AND CULTURAL LEVELS.**





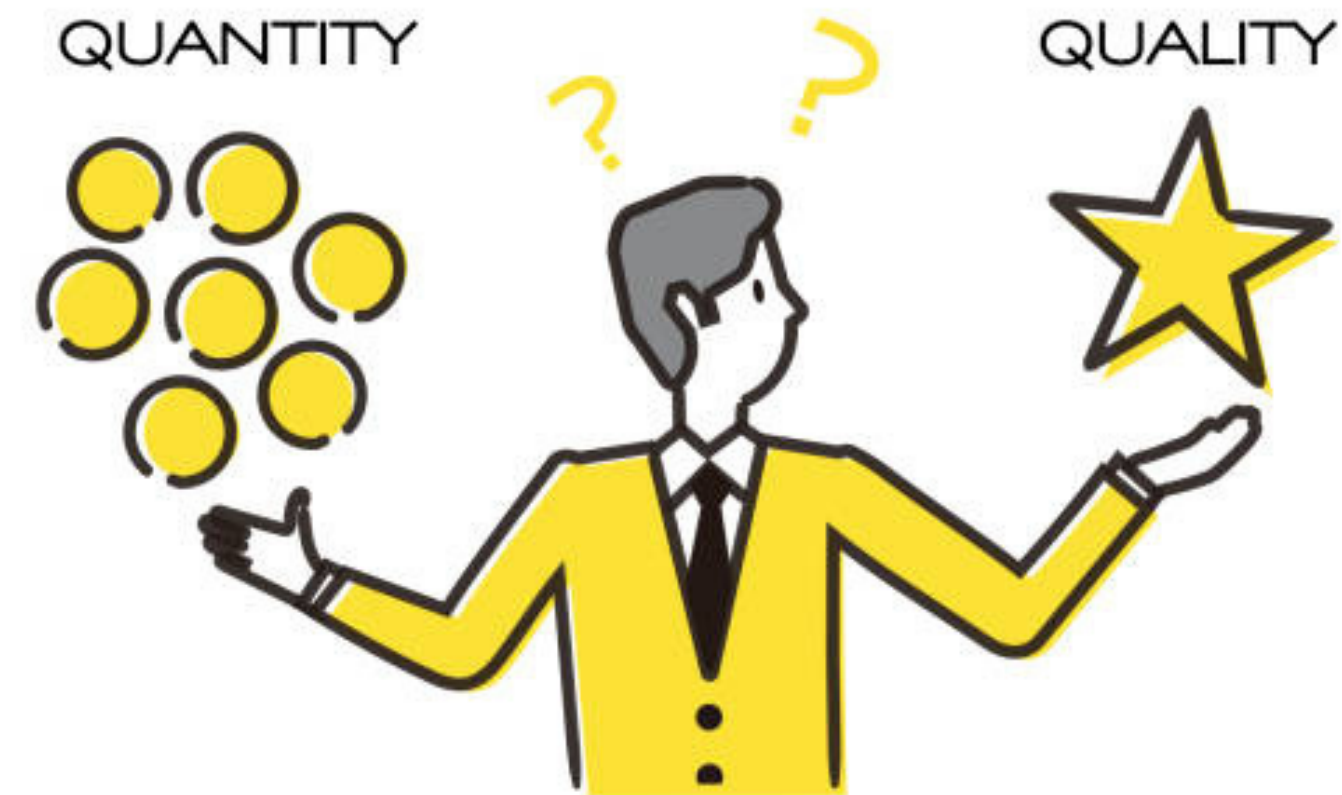
# QUALIFIED



- PARTICULARLY VIOLENT BOTH PSYCHOLOGICALLY AND PHYSICALLY IN ITS FOCUS TO IGNORE AND/OR ERASE THE CULTURE AND COMMUNITIES BEING "SAVED" WHILE SEIZING THEIR LAND, LABOR, ARCHITECTURE, MUSIC, FOOD, AND OTHER MATERIAL GOODS TO COMMODIFY FOR PROFIT.
- BIPOC FACULTY AND STUDENTS HAVE TO NAVIGATE OVERT AND SUBTLE ACCUSATIONS OF BEING ADMITTED SIMPLY TO SATISFY AN AFFIRMATIVE ACTION REQUIREMENT WHILE THEIR WHITE COUNTERPARTS CAN MAKE ASSUMPTIONS OF QUALIFICATIONS AND OFTEN GIVING THE BENEFIT OF THE DOUBT TO OTHERS WHO ARE WHITE.
- ANTIDOTE: **KNOWING OURSELVES SO THAT WE BECOME SKILLED AT CATCHING OUR INTERNALIZED ASSUMPTIONS ABOUT OUR OWN QUALIFIED-NESS.** PRIORITIZE RELATIONSHIPS OVER BEING RIGHT.

# QUANTITY OVER QUALITY

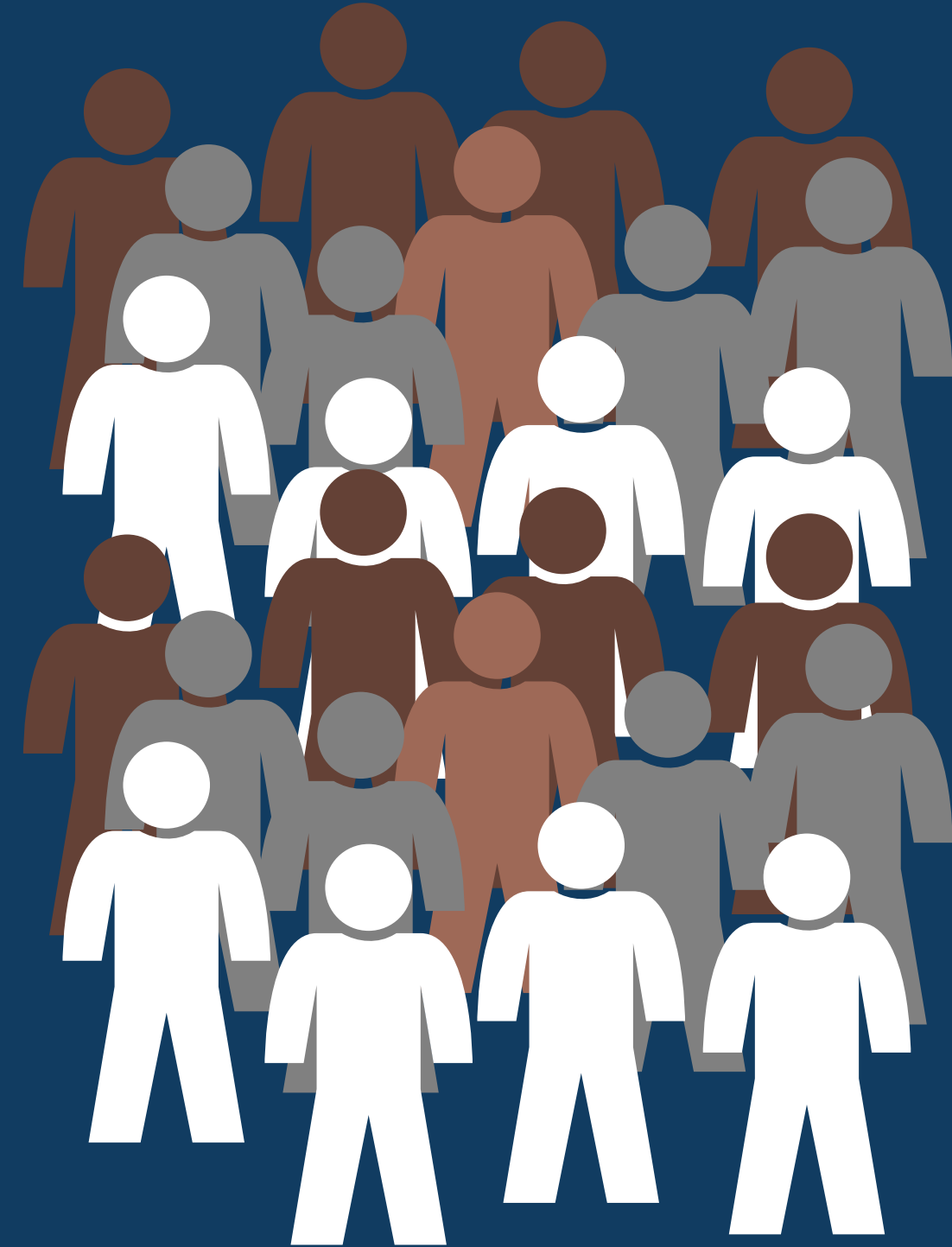
- ALL RESOURCES OF A ORGANIZATION ARE DIRECTED TOWARD PRODUCING MEASURABLE GOALS.
- THINGS THAT CAN BE MEASURED ARE MORE HIGHLY VALUED THAN THINGS THAT CANNOT. LITTLE OR NO VALUE ATTACHED TO PROCESS; IF IT CAN'T BE MEASURED, IT HAS NO VALUE.
- ANTIDOTE: INSURE THAT ANY COST/BENEFIT ANALYSIS INCLUDES ALL THE COSTS, NOT JUST THE FINANCIAL ONES. ESTABLISH GOALS AND EVALUATE PERFORMANCE ON HOLISTICALLY.





# PROGRESS IS BIGGER, MORE

- OBSERVED IN SYSTEMS OF ACCOUNTABILITY AND WAYS WE DETERMINE SUCCESS. THE BIGGER THE ORGANIZATION, THE ASSUMPTION THAT THINGS ARE BETTER
- VALUING THOSE WHO HAVE "PROGRESSED" OVER THOSE WHO "HAVE NOT" - WHERE PROGRESS IS MEASURED IN DEGREES, GRADES, MONEY, POWER, STATUS, MATERIAL BELONGINGS - IN WAYS THAT ERASE LIVED EXPERIENCE AND WISDOM/KNOWLEDGE THAT IS INVISIBILIZED
- SAME DISCRIMINATORY POLICIES AND PROCEDURES EXIST IN THE ORGANIZATION, NOW THERE ARE MORE HARM IS BEING INFLICTED ON THE TEAM.
- ANTIDOTE: **DISTINGUISH BETWEEN GROWTH, WHICH IS NECESSARY AND ORGANIC, AND THE CONDITIONED DESIRE FOR "MORE"** - MORE STUFF, MORE TRANSACTIONAL POWER, MORE PEOPLE, ETC. FOR ITS OWN SAKE.







# Discussion Break

**WRITE DOWN AND SHARE ONE OR TWO WAYS YOU HAVE EXPERIENCED ANY OF THESE CHARACTERISTICS FROM WHITE AND NON-WHITE TEAM MEMBERS.**

**HAVE YOU UNINTENTIONALLY REINFORCED THESE TRAITS?**

# WORSHIP OF THE WRITTEN WORD



- IF IT IS NOT IN A MEMO, **IT DOESN'T EXIST**. THE ORGANIZATION DOES NOT TAKE INTO ACCOUNT OR VALUE OTHER WAYS IN WHICH INFORMATION GETS SHARED.
- THOSE WITH STRONG DOCUMENTATION AND WRITING SKILLS ARE MORE HIGHLY VALUED, EVEN IN ORGANIZATIONS WHERE THE ABILITY TO RELATE TO OTHERS IS KEY TO THE MISSION ANTIDOTES.
- THE BELIEF THERE IS **ONLY ONE RIGHT WAY** TO DO THINGS AND ONCE PEOPLE ARE INTRODUCED TO THE RIGHT WAY, THEY WILL SEE THE LIGHT AND ADOPT IT.
- ANTIDOTE: **TAKE THE TIME TO ANALYZE HOW PEOPLE INSIDE AND OUTSIDE THE ORGANIZATION GET AND SHARE INFORMATION**, HONOR OTHER WAYS OF KNOWING AND EXPRESSION: ORAL STORYTELLING, EMBODIED LEARNING, VISUAL AND MOVEMENT ART, SILENCE, MEDITATION, SINGING, DANCING

# INDIVIDUALISM



- FOR WHITE PEOPLE IT IS SEEING YOURSELVES AND/OR DEMANDING TO BE SEEN AS AN INDIVIDUAL AND NOT AS PART OF THE WHITE GROUP.
  - FOR BIPOC PEOPLE IT IS THE CLASSIC DOUBLE BIND WHEN BIPOC PEOPLE ARE ACCUSED OF NOT BEING "TEAM PLAYERS" - PUNISHMENT OR REPERCUSSIONS FOR ACTING AS AN INDIVIDUAL IF AND WHEN DOING SO "THREATENS" THE TEAM.
  - ACCOUNTABILITY, GOES UP AND DOWN, NOT SIDEWAYS TO PEERS OR TO THOSE THE ORGANIZATION IS SET UP TO SERVE. COMPETITION MORE HIGHLY VALUED THAN COOPERATION AND WHERE COOPERATION IS VALUED, LITTLE TIME OR RESOURCES DEVOTED TO DEVELOPING SKILLS IN HOW TO COOPERATE.
  - ANTIDOTE: MAKE SURE THE GROUP OR ORGANIZATION IS WORKING TOWARDS SHARED GOALS THAT HAVE BEEN COLLABORATIVELY DEVELOPED AND NAMED. REWARD COLLABORATORS AND HEALTHY GROUP COLLABORATIONS.
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# DEFENSIVENESS

- THE ORGANIZATIONAL STRUCTURE IS SET UP AND MUCH ENERGY SPENT TRYING TO PREVENT ABUSE AND PROTECT POWER AS IT EXISTS RATHER THAN TO FACILITATE THE BEST OUT OF EACH PERSON OR TO CLARIFY WHO HAS POWER AND HOW THEY ARE EXPECTED TO USE IT.
- BECAUSE OF EITHER/OR THINKING, **CRITICISM OF THOSE WITH POWER IS VIEWED AS THREATENING AND INAPPROPRIATE OR RUDE.**
- PEOPLE RESPOND TO NEW OR CHALLENGING IDEAS WITH HOSTILITY, MAKING IT VERY DIFFICULT TO RAISE THESE IDEAS.
- ANTIDOTE: **UNDERSTAND THE LINK BETWEEN DEFENSIVENESS AND FEAR.** WHEN SOMEONE RESPONDS DEFENSIVELY, ASK THEM TO TALK THROUGH WHAT THEY ARE DEFENDING.





# DENIAL

- THE REFUSAL OR INABILITY TO FEEL THE EMOTIONAL COST OF RACISM. THIS CAN MANIFEST IN WAYS LIKE SUGGESTING THAT ACTS OF VIOLENCE AND RAGE TARGETING BIPOC COMMUNITIES AND PEOPLE ARE DESERVED AND/OR IGNORING OR DOWNPLAYING ACTS OF VIOLENCE AND RAGE DIRECTED AT BIPOC.
- ERASING INTERSECTIONALITY - GENERALIZING ABOUT A WHOLE GROUP WITHOUT RECOGNIZING THE WAYS IN WHICH CLASS, GENDER, SEXUALITY, RELIGION, AGE, DIS/ABILITY, AND OTHER IDENTITIES INFORM OUR INDIVIDUAL AND COLLECTIVE EXPERIENCES
- ANTIDOTE: TAKE THE TIME TO UNDERSTAND YOURSELF AS BOTH AN INDIVIDUAL AND PART OF A RACIALIZED GROUP. **ACKNOWLEDGE THE POWER OF INTERSECTIONALITY.**





# Discussion Break

**WRITE DOWN AND SHARE ONE OR TWO WAYS YOU HAVE EXPERIENCED ANY OF THESE CHARACTERISTICS FROM WHITE AND NON-WHITE TEAM MEMBERS?**

**HAVE YOU UNINTENTIONALLY REINFORCED THESE TRAITS?**



# RIGHT TO COMFORT

- THE BELIEF THAT THOSE WITH POWER HAVE A RIGHT TO EMOTIONAL AND PSYCHOLOGICAL COMFORT. SCAPEGOATING THOSE WHO CAUSE DISCOMFORT.
- EQUATING INDIVIDUAL ACTS OF UNFAIRNESS AGAINST WHITE PEOPLE WITH SYSTEMIC RACISM WHICH DAILY TARGETS PEOPLE OF COLOR.
- ANTIDOTE: UNDERSTAND THAT **DISCOMFORT IS AT THE ROOT OF ALL GROWTH AND LEARNING**. WELCOME DISCOMFORT AND LEARN TO SIT WITH DISCOMFORT BEFORE RESPONDING OR ACTING.



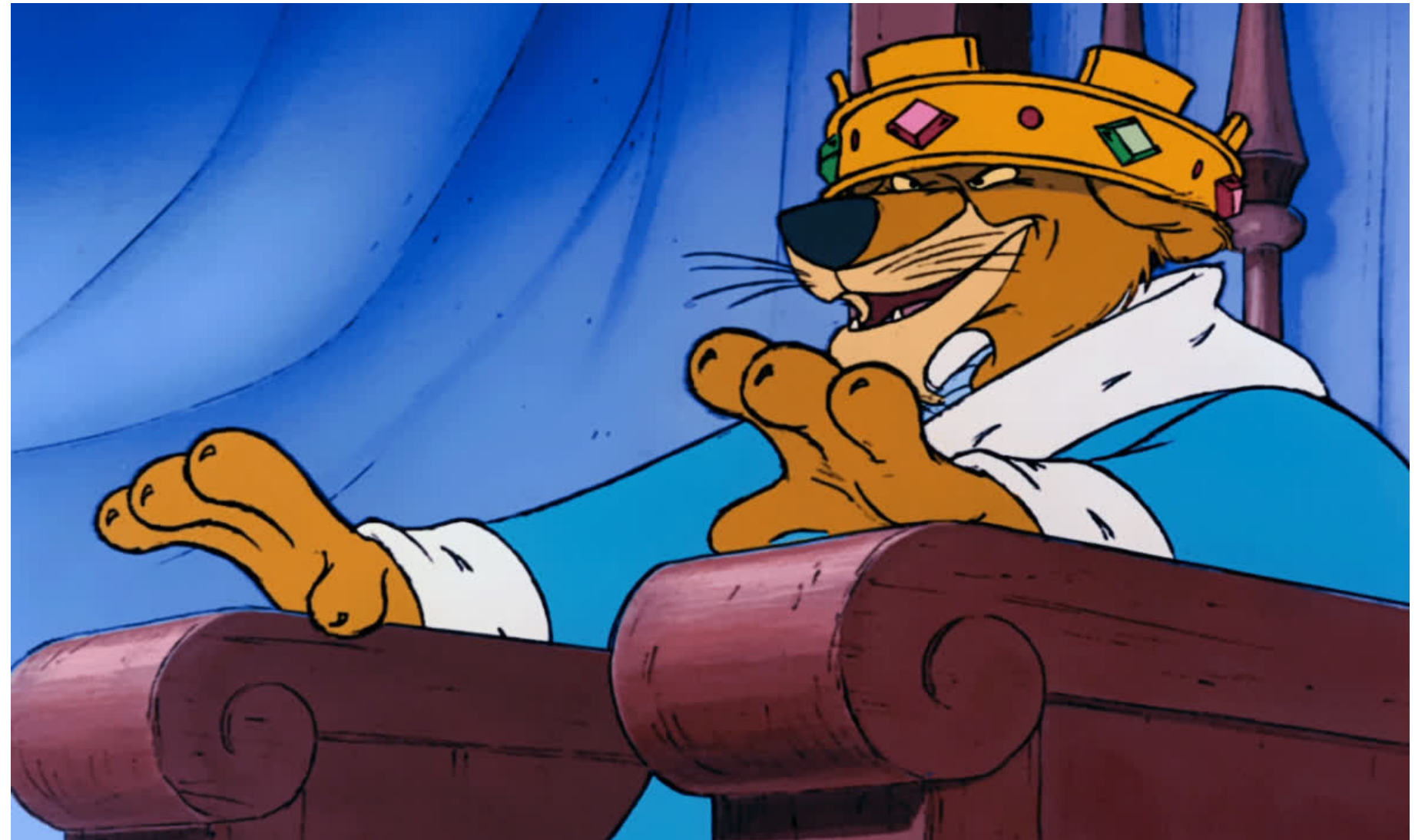
# FEAR OF OPEN CONFLICT



- WHEN SOMEONE RAISES AN ISSUE THAT CAUSES DISCOMFORT, THE RESPONSE IS TO BLAME THE PERSON FOR RAISING THE ISSUE RATHER THAN TO LOOK AT THE ISSUE WHICH IS ACTUALLY CAUSING THE PROBLEM.
- EMPHASIS ON BEING POLITE AND RESPECTABILITY POLITICS. EQUATES THE RAISING OF DIFFICULT ISSUES WITH BEING IMPOLITE, RUDE, OR OUT OF LINE.
- ANTIDOTE: **SEEK OUT TRANSPARENT ABOUT POWER**, SO THAT EVERYONE UNDERSTANDS WHO MAKES THE FINAL DECISION AND/OR HOW THE FINAL DECISION IS MADE BEFORE YOU DIVE INTO THE CONFLICT. DON'T REQUIRE THOSE WHO RAISE HARD ISSUES TO RAISE THEM IN 'ACCEPTABLE' WAYS, ESPECIALLY IF YOU ARE USING THE WAYS IN WHICH ISSUES ARE RAISED AS AN EXCUSE NOT TO ADDRESS THEM.

# POWER HOARDING

- LITTLE, IF ANY, VALUE AROUND SHARING POWER.
- THOSE WITH POWER FEEL THREATENED WHEN ANYONE SUGGESTS CHANGES IN HOW THINGS SHOULD BE DONE IN THE ORGANIZATION, FEEL SUGGESTIONS FOR CHANGE ARE A REFLECTION ON THEIR LEADERSHIP.
- THOSE WITH POWER ASSUME THEY HAVE THE BEST INTERESTS OF THE ORGANIZATION AT HEART AND **ASSUME THOSE WANTING CHANGE ARE ILL-INFORMED (STUPID), EMOTIONAL, INEXPERIENCED.**
- **ANTIDOTE: INCLUDE POWER SHARING AS AN EXPLICIT ORGANIZATIONAL OR COMMUNITY VALUE. HAVE DISCUSSIONS AND DEFINE WHAT GOOD LEADERSHIP LOOKS LIKE AND INCLUDE HOW A GOOD LEADER DEVELOPS THE POWER AND SKILLS OF OTHERS.**





# SENSE OF URGENCY



- MAKES IT DIFFICULT TO TAKE TIME TO BE INCLUSIVE, ENCOURAGE DEMOCRATIC AND/OR THOUGHTFUL DECISION-MAKING, TO THINK LONG-TERM, TO CONSIDER CONSEQUENCES.
  - FREQUENTLY RESULTS IN **SACRIFICING POTENTIAL ALLIES FOR QUICK OR HIGHLY VISIBLE RESULTS.**
  - REINFORCED BY FUNDING PROPOSALS WHICH PROMISE TOO MUCH WORK FOR TOO LITTLE MONEY AND BY FUNDERS WHO EXPECT TOO MUCH FOR TOO LITTLE.
  - ANTIDOTE: **REALISTIC WORK PLANS BASED ON THE LIVED EXPERIENCE OF THE PEOPLE AND ORGANIZATION INVOLVED. THIS INCLUDES COLLABORATIVE DEVELOPMENT OF REALISTIC FUNDING PROPOSALS WITH REALISTIC TIME FRAMES.**
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# Discussion Break

**WRITE DOWN AND SHARE ONE OR TWO WAYS YOU HAVE EXPERIENCED ANY OF THESE CHARACTERISTICS FROM WHITE AND NON-WHITE TEAM MEMBERS?**

**HAVE YOU UNINTENTIONALLY REINFORCED THESE TRAITS?**

# COMBAT WSC WITH NSR



## NOTICE, SHIFT, REWIRE (NSR)

- **NOTICE** AND NAMING OUR HABITS AND TENDENCIES BRINGS CHOICE IN WHERE WE CAN MAKE A CHANGE.
- **SHIFT** TO BREAK AWAY FROM THOSE TENDENCIES.
- **REWIRE** OUR THOUGHT PROCESS AND ACTIONS IN CHANGING WORKPLACE CULTURE.



# FINAL THINGS

WSC is as normal as the air we breathe

WHITE SUPREMACY CULTURE IS EMBEDDED IN OUR PERSONAL AND PROFESSIONAL SPACES.

It is a marathon **NOT** a sprint

DISMANTLING THIS CULTURE IS AN ARDUOUS TASK, SO PLEASE BE SURE TO INCORPORATE SELF-CARE INTO YOUR ROUTINE AND START SMALL.

We are all human

IT IS OKAY IF YOU FIND YOURSELF SLIPPING BACK INTO THOSE HABITS, SINCE BAD HABITS ARE HARD TO BREAK. IN THE MOMENT YOU MUST BE ABLE TO CHECK YOURSELF, FORGIVE YOURSELF, AND REMIND YOURSELF THAT YOU ARE STILL LEARNING.



## Resources from Today's Session:

[White Supremacy Culture Characteristics](#) (Updated in 2022 - Use This Version!)

[Interview with Tema Okun on the Deconstructed Podcast](#), Feb 3, 2023

[Building Resilient Organizations](#) by Maurice Mitchell, Nov 29, 2022

Revisit Our Hour PPT on [Unpacking Loaded Language](#)

### Links from Announcements:

Learn more about the [CPB CSG](#) and [CPB Board Meetings](#); To offer feedback contact [lsykes@nccu.edu](mailto:lsykes@nccu.edu)

**Orgs that are hiring:** Radio Milwaukee hiring experienced (3+ yrs) Underwriting AEs. Contact [maxie@radiomilwaukee.org](mailto:maxie@radiomilwaukee.org); [WFYI is hiring in Indianapolis area](#); [WBHM seeking ATC host/reporter](#); KQED hiring DEI Project Manager. Contact [eabrams@kqed.org](mailto:eabrams@kqed.org); [KERA hiring BIPOC Fellow](#)

**Learning Ops:** "[Advanced digital investigations](#): How reporters can dig into online information and sources." This five-week course from June 12 to July 16, 2023, and costs \$95; [Community Mental Health Event in Las Cruces, NM](#); Learn more about this year's [PMDMC](#)

**Get to Know Cortez Washington:** [LinkedIn](#), [The Unapologetically Black Gaming Podcast](#)

Please Take the [Our Hour Feedback Survey](#)... your feedback and ideas matter!

