

Diversity & Inclusivity Committee
Minutes
July, 2021

- A. Call Meeting to Order – 4:10 p.m.
- B. Assign Minutes – Kathi Swanson agreed to take minutes
- C. Assign Time Keeper – Janessa Katzenberger agreed to be Time Keeper
- D. Moment of Silence
- E. Members shared a local victory on racial/social injustice – Juneteenth and Float in the July 4th parade
- F. Take Roll – Members present: Melissa Hammann, Barb Dorn, Corey Neeley, Aimee Leavy, Janessa Katzenberger, Dee Jay Redders, Jen Braun, Jim Kvalheim and Kathi Swanson. Guests: Jeff Porter, Molly Liska, Ann Amundson, Ian Sherran and Kristy Sharp
- G. Approval of Minutes – Corey Neeley moved to approve the June, 2021 minutes as presented, second by Kathi Swanson. Motion carried 8-0-1 (Hammann abstained)
- H. Approval of Agenda – Melissa Hammann moved to approve the agenda with the addition of reviewing Working Agreements, second by Janessa Katzenberger. Motion carried 9-0.

Old Business

- A. Follow-up on Systemic Racism – Decision to wait to see if these items are addressed during the discussion on White Fragility.
- B. Review of Working Agreements – Janessa Katzenberger read the statements

New Business

- A. White Fragility – Aimee Leavy

Definition

Subjective Units of Distress Scale (or SUDS) - 0-100 No Stress – Highest Distress
Pyramid of White Supremacy – Indifference – Minimization – Veiled Racism –
Discrimination – Calls for Violence – Violence – Genocide

Racial Stressors

Books by Robin Diangelo – Nice Racism and White Fragility

Committee watched a Video taped interview with Robin Diangelo – Discussion and reflection

Why is White Fragility problematic?

Checked in on level of SUDS

Racial stress results from an interruption to what is racially familiar. These interruptions can take a variety of forms and come from a range of sources including:

- Challenge to Objectivity
- Challenge to White Racial Codes
- Challenge to White Racial Expectations and need/entitlement to racial comfort (3 minutes to make notes and share)

- Challenge to Colonialist Relations
- Challenge to White Solidarity
- Challenge to White Liberalism

(3 minutes to make notes and share)

- Challenge to individualism
- Challenge to meritocracy
- Challenge to White authority

(3 minutes to make notes and share)

-Challenge to White Centrality (3 minutes to make notes and share)

Factors that inculcate White Fragility

- Segregation
- Entitlement to Racial Comfort
- Racial Arrogance
- Racial Belonging

Some things to consider ...

1. White people often believe that multicultural/anti-racist education is only necessary for those who interact with “minorities” or in “diverse” environments. However, the dynamics discussed here suggest that it is critical that all white people build the stamina to sustain conscious and explicit engagement with race.
2. When whites posit race as non-operative because there are few, if any, people of color in their immediate environments, Whiteness is reinscribed ever more deeply. When whites only notice “raced others,” we reinscribe Whiteness by continuing to posit Whiteness as universal and non-Whiteness as other.
3. Further, if we can’t listen to or comprehend the perspectives of people of color, we cannot bridge cross-racial divides. A continual retreat from the discomfort of authentic racial engagement results in a perpetual cycle that works to hold racism in place.

Additional Resources:

White Supremacy Pyramid

<https://sosspeace.org/wp-content/uploads/2019/05/Appendix-1-Pyramid-of-White-Supremacy.pdf>

SUDS Thermometer

The Subjective Units of Distress (SUDS) Scale

<https://ccp.net.au/suds-thermometer/>

Robin DiAngelo Video Interview

<https://www.youtube.com/watch?v=Qx-gUfQx4-Q>

White Fragility Article

<https://libjournal.uncg.edu/ijcp/article/viewFile/249/116>

Adjourn – Corey Neeley moved to adjourn, second by Kathi Swanson (most members left meeting before voting)