

White Accountability Groups put the burden of racial accountability where it needs to be, on us. We cannot dismantle white supremacy until white people become aware of the ways our lack of knowing and understanding continues to harm Black, Brown, and Indigenous communities.

- Share the airtime.
 - Ask “Why am I talking?” **(WAIT)**
 - Ask “Why am I still talking?” **(WAIST)**
 - Ask “Why am I not talking?” **(WANT)**

- Pay attention to what is happening in your body and what those sensations can tell you. Not all learning is intellectual.
 - Do not expect a sense of closure.
 - Sit with discomfort. Differentiate between safety and comfort. Accept discomfort as necessary for anti-racist growth.
 - Strive for intellectual humility. Be willing to grapple with challenging ideas.
 - Notice any defensive reactions you might have and attempt to use them as entry points for gaining deeper self-knowledge rather than as a rationale for closing yourself off from others.

- Accept that we use an anti-racist framework and that we are not here to debate that framework. Seek understanding rather than agreement.
 - Accept that opinions are not evidence, and hold your opinions lightly and with humility.
 - If an example or certain situation doesn’t apply to you, you don’t need to name it. Stick with acknowledging what does apply to you and your life.
 - Keep focused on yourself: “What does this mean for me and my life?”
 - Looking for individual exceptions to the patterns is not furthering this work and ignores the overall rule and the broader societal outcomes.

- Whiteness is a racialized identity and it informs our perspectives and reactions; we view the world through white eyes.