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White Awareness: Handbook for Anti-Racism Training

Judith H. Katz

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#144846 in Books Judith H Katz 2003-09-22 2003-09-22 Original language: English PDF # 1 9.00 x .56 x 6.00l, .74 #File Name: 0806135603232 pages White Awareness Handbook for Anti Racism Training | File size: 42.Mb

Judith H. Katz : White Awareness: Handbook for Anti-Racism Training before purchasing it in order to gage whether or not it would be worth my time, and all praised White Awareness: Handbook for Anti-Racism Training:

0 of 0 people found the following review helpful. Highly recommended! By Christopher E Furry Great text for studying about inequities in education. 4 of 5 people found the following review helpful. Self-awareness is the key to changing Racism or Sexism By Herbert L Calhoun This book gets at America's number one problem, white racism, placing the blame and responsibility for repairing the damage done, on those who have benefited as well as suffered most from it:

white people. In a six-step human relations approach, Dr. Katz, whose parents were forced to leave Nazi Germany, puts her skills in the service of shaping an interactive platform, which, if followed by enough white people, might indeed solve America's most serious and longest-standing social problem. Step 1 is understanding what racism is, how it works, who benefits from, and who is hurt by it. Step 2, teaches whites how to confront the reality of their own racism, understanding how, even though racism is the norm, they too are its victims. Step 3 catalogues the feeling that make up the emotional baggage associated with racism and racist interactions. It shows how committed actions can relieve guilt, and change hatred into understanding. Thus helping to recover the humanity lost as a result of investing and defending norms that accrues benefits passively only to those who are born white. Step 4, explores racism in individual whites, focusing on how the meaning of whiteness as a norm for society, as well as a norm for self-construction, is one of the most harmful byproduct of white racist culture. Step 5, outlines action strategies for overcoming both individual racism and organizing to combat institutional racism. Altogether it is a full-bodied approach, not dissimilar to my own self-fashioned multi-step approach to freeing myself from my own sexism. Different only in degree from that of Dr. Katz's, my steps are as follows: Step one is "recognizing" and "owning" that I was a clear male sexist, and that I had acquired it honestly, learning it as a byproduct of being part of a sexist culture, one that passively rewarded me for being a male (whether or not I wanted the rewards!). I had to admit "trading" (both consciously and unconsciously) on this illicit advantage over females for my entire life. It was not something to be proud of, as it greatly diminished my own humanity. Step two for me was understanding the role of self-awareness in improving oneself. One cannot improve without a certain minimum level of awareness, the velocity needed to escape the pull of the cultural norm. For many years, I lived in such profound ignorance about myself, that I simply lacked the necessary awareness to escape my sexist cultural conditioning. I finally attended an awareness training called "Life Spring," that helped me tremendously in getting over this hump. Once I became aware enough to understand that a sexist world diminished my own self-concept, my own self-worth, my own self-esteem and my own humanity, by allowing me to rest them all upon a false platform of male superiority: that is to say, by effectively resting my self-concept, my self-worth, my self-esteem, and my humanity all upon a foundation of cheating half of humanity. Since the very basis of my self-concept, my self-worth, my self-esteem, and my humanity were built up on a fraud, I could no longer trust who I really was. Thus, if I was ever to really know who I was, I no longer could afford to have my humanity tethered to a false sense of male superiority -- a discredited sense of superiority maintained in a steady-state only by the tyranny of cultural fiat. Step three for me was to enlist women who were more aware than me, to help me, to guide me, and to monitor my behavior, so that, as I learned to shed my male chauvinist ways, I would have someone to hold my hand until I was able to stand alone without them as my "training wheels." I succeeded in finding such women. I still have some of them as friends and still value their advice and counsel on these and many other matters. I frankly do not know if I could have done it without them. Step four for me was learning to "fly solo," how to become an anti-sexist male without a female facilitator. It was an agonizing experience in the beginning, as I would lapse back into my old sexist ways without knowing it; and then I would wake up embarrassed by it. But since I was a strict task master over my own behavior, and was determined to keep fighting for the last ounce of my own lost humanity, I persisted, eventually crawling out of my own male chauvinist darkness and hellhole. The technique that worked for me was to redo each discrete male chauvinist act, replacing it on the spot, with new self-modeled anti-sexist behavior. The embarrassment of having to make the correction on the spot, has such a chastising effect, that the threshold against repeating sexist acts, is continually being raised. Although I am not yet completely rehabilitated, or free of all vestiges of my sexist ways, I am light-years ahead of the American norm, and am still motivated by the fact that the better I get at being an anti-sexist male, the better I am, and the better the world I helped make, becomes. Step five was serving as a sentry against other male chauvinist pigs: No male within my space is allowed a "free ride" with sexist language, sexist behavior, sexist rules of the road, or sexists appeals without me reacting negatively to them. Sexist jokes now hurt me, as much as racist jokes do. I simply no longer allow myself to play those games, or sit quietly by when others do so. And as anyone who values my friendship knows, my anti-sexist antenna is always in the "on" position. Once one understands intellectually that racism or sexism diminishes who they are, especially their humanity, as well as the culture they help create, the rest is easy. It is just a matter of maintaining a commitment to executing the mechanics of improving. As a final note, I would be remiss not to note that Dr Katz should be very pleased to know that Germany has purged itself of its anti-Semitic and racist ways. The only country in the history of the UN except South Africa, to have done so. Why this fact has not gotten more press in the US beats the hell out of me. I found this out myself only by watching Michael Moore's movie: "Who do we invade next." I highly recommend it to anyone who wants to know how a whole nation can change from a "racist" to a profoundly "anti-racist" nation overnight. Five Stars 9 of 13 people found the following review helpful. White Awareness By Esther Bradley-DeTally White Awareness had two versions. In the 1990s I came across the first version and have the utmost respect for its author. My husband and I have been deeply involved in race unity work, and I always wanted to conduct workshops on white awareness for whites only, as I feel that's where the real insight and change has to come. Illness prevented me, but still years later, I feel the same way. A few years ago, I ordered the updated version of White Awareness, and I hope I'll find someone to give her workshops. Skin color privilege is still an important subject. I am grateful for Dr. Joy DeGruy to have published and

spoken, in video and book form about Post Traumatic Slave Syndrome, and anyone interested in this subject would be solace, enlightenment and authenticity with study and reading of her material. That said, as a Baha'i for a very many years, the unity of black and white is entitled "The Most Vital and Challenging Issue, for Americans. I still think we have so much more to be aware of.

Originally designed for facilitators as a training handbook complete with exercises and tools to assist white people address racism, this book guides white people through the process of understanding, challenging, and confronting issues of racism. This training program provides a meaningful way to help create change in the white community. Responding to the challenge of creating a learning environment in which to address racism, *White Awareness* provides a detailed step-by-step guide through six stages of learning from awareness to action. The exercises within each of the stages focus on key themes including: defining racism and its inconsistencies, confronting the reality of racism, exploring aspects and implications of white culture and identity, understanding cultural differences and examining cultural racism, analyzing individual racism, and developing action strategies to combat racism. This newly revised edition published on the twenty-fifth anniversary of the first edition, includes over forty activities with instructions and suggestions for conducting each session as well as recommended readings and sources for use in the activities. Proving worthwhile in educational, business, community, and military settings, the program is detailed yet flexible. The volume has been updated to include new source information, insights on President Bill Clinton's 1998 Initiative on Race, and groundbreaking research on racism as a mental disorder.

About the Author Judith H. Katz is coauthor of *The Inclusion Breakthrough: Unleashing the Real Power of Diversity*. She is Executive Vice President of The Kaleel Jamison Consulting Group, Inc., a Troy, New York firm that assists private and public sector organizations in promoting diversity and inclusion in the workplace.