



Enhancing Personal, Relational, Professional, & Community Change for Socially Conscious Humans

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***For White-Bodied Helping Professionals:
Understanding Our Whiteness and Being Better Allies***
~ Trainings and Affinity Groups ~

Training options available for Non-BIPOC People

An overview: *White Helping Professionals: What It Means to Be an Active Racial Ally: Addressing Our White Liberalism, White-Body Privilege, and Savior Complex* (3 to 4.5-hour training, with the option to add weekly or bi-weekly 75-minute or 1.5-hour post-training *Action, Ally, and Accountability Coaching Groups*. Typically, the cohort is about 20 people.)

Going deeper: *White Helping Professionals: What It Means to Be an Active Racial Ally: Addressing Our White Liberalism, White-Body Privilege, and Savior Complex* (20-hour training)

Deeper Than Skin Deep: Facing Our Whiteness, Unlearning Racism, and Being an Active Racial Ally (20-hour training, plus twelve weekly 1.5-hour post-training *Action, Ally, and Accountability Coaching Groups* – a cohort of 20)

**Links to more detailed descriptions of these workshops can be found at the end of this document*



These “*active allyship, Whiteness, and anti-racism*” trainings and groups are three-pronged:

- (1) participants will learn and share information that infuses fresh insights
- (2) participants will interact and build on the discussion by dissecting concrete co-worker situations, workplace dynamics, and client situations
- (3) participants will create realistic take-away action plans for meaningful change

Through discussion, lectures, reflection, and group activities, participants will learn and share information about the topics, each other, and themselves. Additionally, everyone will leave with meaningful, practical strategies and concrete action steps to incorporate their learning into their daily personal and professional lives.



These White allyship trainings for helping professionals move beyond basic diversity, equity, inclusion, and justice (DEIJ) trainings. These deep-dive trainings are unique because participants are asked to go beyond their intellectual understanding of anti-racist concepts. Participants are asked to examine their Whiteness more personally and transparently and commit to making specific changes.

Training takeaways

Participants will:

- Examine White supremacist culture, structural and systemic racism
- Explore how White supremacy benefits us personally and professionally, even when we think of ourselves as “liberal White people who get it.”
- Supportively identify and challenge the insidious nature of our White complacency, judgment, entitlement, privileged safety, and White (dis)comfort.
- Identify concrete examples of how we (un)intentionally cause racist-based harm to our co-workers and the people we serve and learn how we can do better.
- Practice having “hard and brave conversations” about racism with each other and our non-BIPOC family, friends, and co-workers.
- Commit to specific, meaningful short and long-term changes.

Available training topics (Depending on the length and scope of the trainings, these topics will be tailored to the group's specific needs.)

- Increase our racial literacy through the lens of White supremacy culture
- Examine ways to decolonize social work and mental health practices and workplace dynamics
- Identify concrete workplace examples of what “an anti-racist, trauma-informed, anti-oppressive, client-centered approach” means in your organization
- Understand the complexities of our unconscious biases and micro-aggressions
- Stretch our personal and professional White comfort edges
- Strive for congruence with our professional ethics and personal values, and develop an understanding of the ways humility interfaces with our anti-racism work
- Identify common racist-based habits and attitudes that White people display in the workplace and elsewhere
- Identify and shift our feelings of guilt, anger, grief, defensiveness, dissociation, and shame
- Identify our inevitable White savior, martyr, and performative motivations
- Examine how our fear of “making a mistake” (i.e., saying or doing the wrong thing) protects our Whiteness, keeps us safe, perpetuates racism, and causes harm
- Understand the tenants of impact over intention
- Address our conflict-avoidant “White niceness” and “White is right” defensiveness and fragility
- Discuss the inter-generational moral injury our White dissociation and inaction perpetuate in us
- Identify concrete workplace scenarios where racism comes into play, and discuss, roleplay, and learn anti-racist practices
- Develop meaningful and realistic plans for personal and professional anti-racist actions and accountability

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## **When White people “do our work” with other White people**

When White people do our anti-racist work in White affinity spaces, we are often more honest and vulnerable in unpacking and facing our conscious and unconscious internalization of White supremacy.

In White affinity spaces, White people are more open to examining our racial stereotypes and assumptions. We can more directly face our performative desires to be “the best White person” and “the most anti-racist ally.”

We can address our common racist reactions of over-apologizing, over-explaining, White tears, and

our feelings of guilt, shame, anger, blame, and denial. In White affinity spaces, we can more effectively process and challenge our inevitable micro-aggressions and racial biases, our White perfectionism, White entitlement, fear of making mistakes, conflict, and discomfort. We can dissect, roleplay, and debrief examples of situations where we have or could cause racist-based harm.

Doing our privilege work as a White affinity group can help reduce at least some of the harm, pain, and disrespect our unexplored Whiteness and “White mistakes” may cause for Black, Indigenous, and People of Color if they were present. We will not be able to look to BIPOC for permission, forgiveness, education, responsibility, validation, or comfort.

A White affinity space for non-BIPOC people allows us to muck around in our messiness, fear, and upset. We have space to heal our inter-generational moral injury and loss and address the White-supremacist-based dissociation that keeps us separate from our values and bodies. We can learn the roots of our White identity development and increase appreciation for our own ethnic backgrounds. Together we can claim the growth and liberation that come with accepting our anti-racist responsibility, holding each other accountable, and being agitators for racial justice.

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Examples of White allyship trainings

Unlearning Racism and Understanding Whiteness Trainings and White Affinity Groups offered by Irene Greene 2017 – 2022

- *Workplace Moral Injury Through a Racial Equity Lens*, Undoing Racism® Executive Collective Meeting, New York City (2022)
- *European-American Helping Professionals: What It Means to Be an Active Racial Ally: Facing Our Whiteness, White-Body Privilege & Savior Complex* – PDF (2019) [Whiteness for Helping Professionals sample training-outline Greene © 2019](#) (shorter version) (Seventeen 4.5-hour trainings: throughout 2017, 2018, 2019)
- *Anti-racism and Whiteness Training for White LGBTQ Helping Professionals* (Two 4.5-hour trainings: March 2021 and April 2021)
- *Deeper Than Skin Deep Intensive: For White Helping Professionals: Facing Our Whiteness, Unlearning Racism, and Decolonizing Mental Health* – PDF 2020: [Training-Outline-Antiracism-and-Whiteness-Training-for-White-Helping-Professionals-Irene-Greene-©-2020](#) Four 20-hour trainings: October 2020, November 2020, December 2020, January 2021, March 2021)
- *Deeper Than Skin Deep Intensive: For White LGBTQPAI+ Helping Professionals: Facing Our Whiteness, Unlearning Racism, and Decolonizing Mental Health* – PDF 2020: [Training-Outline-LGBTQ-Antiracism-and-Whiteness-Training-for-White-LGBTQPA2SI-Helping-Professionals-Irene-Greene-2020](#). (This 20-hour weekend training is followed by twelve 1.5-hour Action, Ally, and Accountability Groups. October 2020 – February 2021.)

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