

**FROM
WHITE SUPREMACY
CULTURE
TO
REGENERATIVE &
LIBERATORY CULTURE**

WHAT IS WHITE SUPREMACY CULTURE?

- White supremacy culture is the widespread ideology baked into the beliefs, values, norms, and standards of our groups (many if not most of them), our communities, our towns, our states, our nation, teaching us both overtly and covertly that whiteness holds value, whiteness is value.
- It pits other races and racial groups against each other while always defining them as inferior to the white group.
- While white supremacy culture does inform us, it does not define us.

WHITE SUPREMACY CULTURE CHARACTERISTICS

FEAR

White supremacy culture's number one strategy is to make us afraid. When we're afraid, we're more easily manipulated by the promise of an illusory safety.

ONE RIGHT WAY

The belief there is one right way to do things & connected to the belief in an objective "perfect" that is both attainable and desirable for everyone.

EITHER/OR & THE BINARY

Reduces the complexity of life and the nuance of our relationships with each other and all living things into either/or, yes or no, right or wrong.

DENIAL & DEFENSIVENESS

The habit of denying and defending the ways white supremacy and racism are produced and our individual or collective participation in that production.

RIGHT TO COMFORT & FEAR OF CONFLICT

The internalization that I or we have a right to comfort which means we can't tolerate conflict, particularly open conflict.

INDIVIDUALISM

The Western (and especially American) belief that we make it on our own without help that denies our interdependence & that we're a community.

PROGRESS IS MORE & QUANTITY OVER QUALITY

The belief that the goal is always "more" & emphasizing what we can measure as more valuable than the quality of our relationships with all living beings.

WORSHIP OF WRITTEN WORD

Valuing only what's written within a narrow standard even when inaccurate/untruthful. Erasing other ways we communicate with all living things.

URGENCY

Applying urgency to racial & social justice to our everyday lives in ways that perpetuate power imbalance & disregard our need to breathe, pause, & reflect.



REFLECTION

OPPRESSIVE DYNAMICS

LIST THE TOP 3 OPPRESSIVE DYNAMICS (WHITE SUPREMACY CULTURE CHARACTERISTICS) FROM THE PREVIOUS SLIDE FOR EACH OF THE FOLLOWING CATEGORIES:

- in yourself
- in your life experiences
- within education

What do you think accounts for the similarities and/or differences?

What effect have these dynamics had on you? Others?

WHAT IS REGENERATIVE & LIBERATORY CULTURE?

- Based on the recognition that **all** supremacy cultures possess similar qualities. In fact, it is these qualities that make a particular culture a supremacy culture. All imperialist societies are supremacy cultures.
- **Is the alternative to supremacy culture. The term regenerative honors the ecological lineage, and the term liberatory honors the social lineage.**
- Nature provides the blueprint for a culture that is liberatory and healing. Inspired by ecological systems thinking, we can define regenerative as creating conditions that replenish the life-sustaining powers of the Earth or creating conditions that are conducive to ever more life.
- When applied to human beings, regenerative can be interpreted to mean the creation of conditions that help all of us replenish ourselves, enjoy life and work, and fulfill our highest creative potential.

QUALITIES OF REGENERATIVE & LIBERATORY CULTURE

Interdependence

- People understand that who they are as individuals is primarily shaped by their relationship to others
- People understand that collective creativity drives innovation more often than individual talent does in an organization or society
- People engage in reciprocity and mutual aid to foster resilience and ensure collective survival

Generative Conflict

- Conflict is welcomed as a portal to stronger relationships, greater trust, and mutual growth & learning
- Conflict is not seen as something bad to be avoided just because it feels uncomfortable
- People regularly engage in truth & reconciliation processes and take accountability for repairing harm

Decentralized And Participatory Leadership

- Leadership is an ecosystem of roles that many different people can play, and not a formal position that can only be occupied by one person
- Everyone in a group/community is given the information they need to help shape important decisions
- People are able to exercise creativity & executive decision-making within their realm of responsibility

Complexity And Uncertainty

- People are open to and actively cultivate a sense of mystery, wonder, and magic; they are okay with not knowing and being uncertain
- Discomfort is appreciated as a portal to learning; not conflated with being in danger
- People are able to hold multiple truths and work with difference

Learning Culture

- People receive from others the generosity they need to make mistakes while being held accountable to learning from their mistakes
- People’s good work and achievements are recognized, appreciated, and celebrated
- People recognize that learning never stops

Healing Consciousness

- People enjoy individual, communal, and ecological healing rituals that process trauma and grief
- Organizations and communities are able to name direct and structural forms of harm and violence
- We prioritize and make time for joy, celebration, and connection

Autonomy

- People understand that interdependence does not mean conformity or obedience; that each human being is ultimately free to act according to their own values, perspective, and interests
- Consent is practiced at all levels of society and in all facets of life
- People are trusted to have the talent, creativity & good judgment to get the job done without being micromanaged

Relational Knowledge

- People recognize that knowledge is largely co-created by people engaged in the act of relating to one another
- Diverse modes of knowing and different bodies of knowledge are placed on equal footing
- Ordinary people and communities are able to define for themselves what constitutes knowledge and the parameters of the knowledge-making process

Communal Wealth

- People understand that true abundance and true wealth (the kind of wealth enjoyed by all, not hoarded by a person) grows the more it is shared
- People engage in reciprocity and mutual aid
- Wealth and success are defined and measured holistically to account for quality of life, quality of relationships, presence of justice and equity, opportunities for creative fulfillment, and the health of communities and natural ecosystems

Whole Self And Whole Systems

- People understand the world as an integrated whole
- People can identify and care for the interconnections between health of the individual, health of the community, and health of the land
- People recognize that work is often personal, so space is made for people to bring their whole selves to work while healthy boundaries are maintained between the personal and the professional

Spaciousness And Timefulness

- Problems & questions are given the space & time they need to be meaningfully examined & deliberated
- Decision-making processes are inclusive, equitable and move at the speed of trust
- People are paid and projects are funded what they’re worth; projects are adequately resourced and have realistic timelines

Affinity For Systemic Transformation

- People demonstrate the bravery and courage needed to dismantle broken systems and build new systems with a new paradigm, values, and goals that better serve us
- People center care and love during systemic transformation so that change does not inflict even more harm on the most vulnerable populations
- People possesses the faculty for radical imagination and futurism



REFLECTION

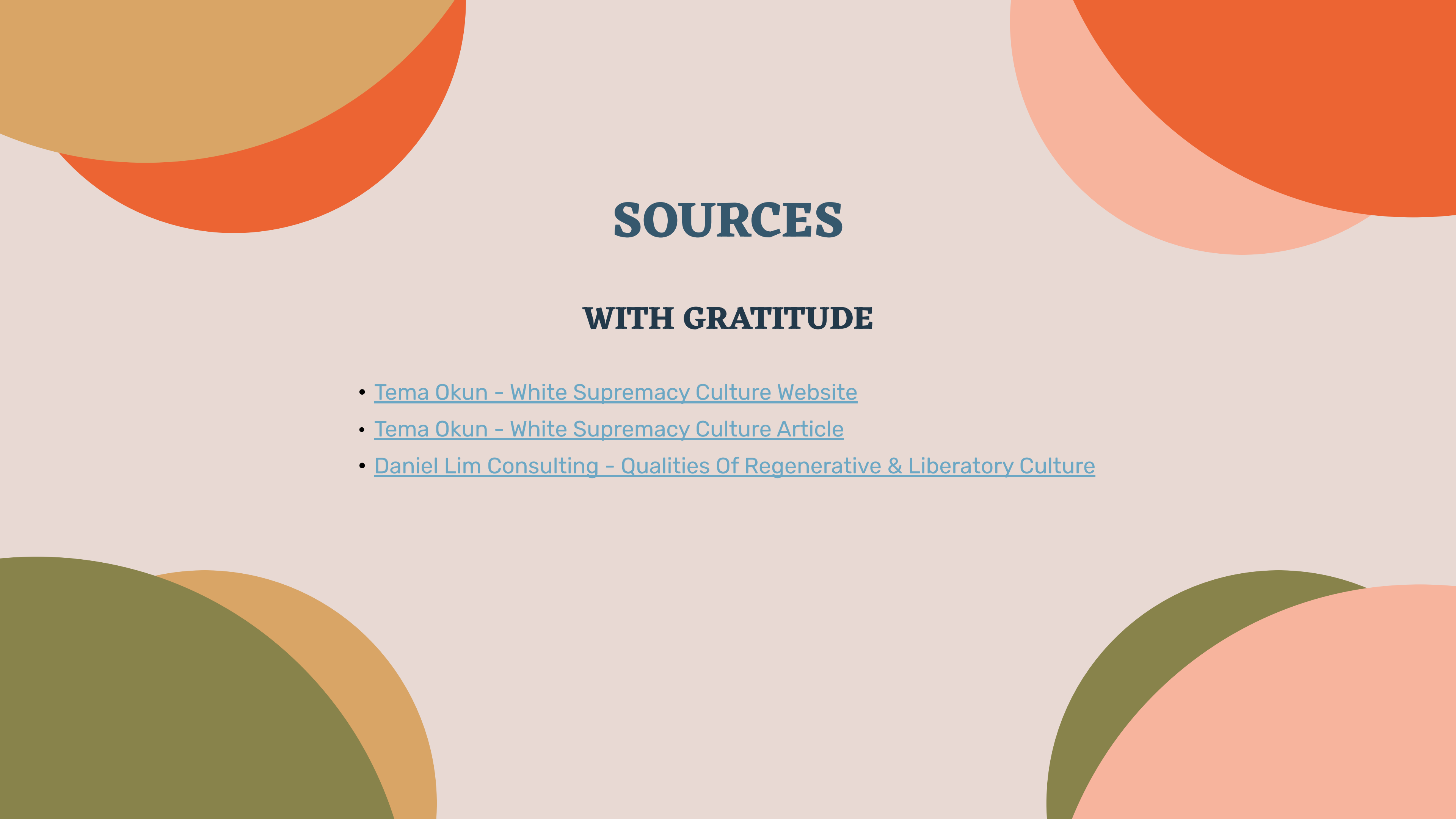
REGENERATIVE & LIBERATORY QUALITIES

LIST THE TOP 3 REGENERATIVE & LIBERATORY QUALITIES FROM THE PREVIOUS SLIDE FOR EACH OF THE FOLLOWING CATEGORIES:

- in yourself
- in your life experiences
- within education

What do you think accounts for the similarities and/or differences?

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SOURCES

WITH GRATITUDE

- [Tema Okun - White Supremacy Culture Website](#)
- [Tema Okun - White Supremacy Culture Article](#)
- [Daniel Lim Consulting - Qualities Of Regenerative & Liberatory Culture](#)