

**Characteristics of white supremacy that commonly show up in organizations
and undermine the goal of promoting equity and access.**

And what we might do instead

Things that show up	Antidote
Perfectionism/fear of conflict	Focus on appreciating and learning
Sense of urgency	Realistic plans, acceptance of realistic timing
Defensiveness	Name the fear with empathy
Focus on content over process	Use process to support content
One right way	Honor and validate when alternatives work
One-way decision making	Everyone is accountable and responsible
Either/Or thinking	Look for more than two options, note nuance
Power Hoarding	Change is inevitable, challenging leadership is healthy
Individualism	Skillful teamwork
Progress = Bigger/More	Progress = Values based process
Objectivity	ID your Point of View (POV), See other POVs
Right to Comfort	Discomfort = Growth

Did you see any of these show up? How did you try to counter them?