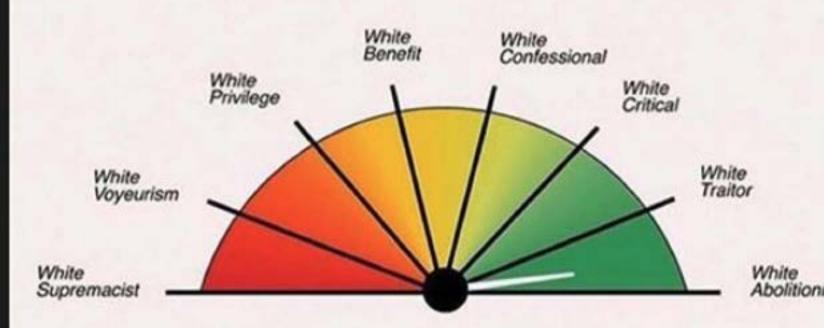
The 8 White Identities

By Barnor Hesse



"There is a regime of whiteness, and there are action-oriented white identities. People who identify with whiteness are one of these. It's about time we build an ethnography of whiteness, since white people have been the ones writing about and governing Others."

Slow Factory Foundation

The 8 White Identities

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There is a regime of whiteness, and there are action-oriented white identities. People who identify with whiteness are one of these. It's about time we build an ethnography of whiteness, since white people have been the ones writing about and governing Others.

1. White Supremacist

Clearly marked white society that preserves, names, and values white superiority

2. White Voyeurism

Wouldn't challenge a white supremacist; desires nonwhiteness because it's interesting, pleasurable; seeks to control the consumption and appropriation of nonwhiteness; fascination with culture (ex: consuming Black culture without the burden of Blackness)

3. White Privilege

May critique supremacy, but a deep investment in questions of fairness/equality under the normalization of whiteness and the white rule; sworn goal of 'diversity'

4. White Benefit

Sympathetic to a set of issues but only privately; won't speak/act in solidarity publicly because benefitting through whiteness in public (some POC are in this category as well)

5. White Confessional

Some exposure of whiteness takes place, but as a way of being accountable to POC after; seek validation from POC

6. White Critical

Take on board critiques of whiteness and invest in exposing/marking the white regime; refuses to be complicit with the regime; whiteness speaking back to whiteness

7. White Traitor

Actively refuses complicity; names what's going on; intention is to subvert white authority and tell the truth at whatever cost; need them to dismantle institutions

8. White Abolitionist

Changing institutions, dismantling whiteness, and not allowing whiteness to reassert itself



I identify how I may unknowingly benefit from Racism.

I recognize racism is a present & current problem.

for policies & leaders that are Anti-Racist.

I deny racism is a problem.

I seek out questions that make me uncomfortable.

I sit with my discomfort.

I avoid hard questions. I understand my own privilege in ignoring racism. I speak out when I see Racism in action.

Becoming Anti-Racist

Fear Zone

Learning Zone

Growth Zone

I strive to be comfortable.

I educate myself about race & structural racism.

I educate my peers how Racism harms our profession.

I talk to others who look & think like me.

I am vulnerable about my own biases & knowledge gaps.

I don't let mistakes deter me from being better.

I listen to others who think & look differently than me.

I yield positions of power to those otherwise marginalized.

I surround myself with others who think & look differently than me.

the luxury of cooling off or to take the tranquilizing drug of gradualism. Now is the time to make real the promises of democracy. Now is the time to rise from the dark and desolate valley of segregation to the sunlit path of racial justice. Now is the time..."

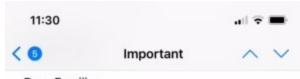
and that This is no time to engage in

Sincerely,

Mark

P.P.S. No joke today. However, I offer some images as food for thought and tools for action





Dear Families,

I hope you are enjoying your vacation. I am so sorry to bother you with this. A conservative guy named Christopher Rufo tweeted earlier today about me emailing families some documents from our disrupting racism padlet. Apparently he has a lot of followers and I have been being trolled and harrassed all day about this and now it has made its way into some conservative online news outlets. Apparently, some people have been reaching out to staff and possibly families as well. Please do not reply to anyone. We do not want to encourage or engage these people. If anyone does email you, please share it with me, Letty, and Chris. Some news agencies including FOX have reached out to me but I have not responded. I want to make it clear that I do not believe I did anything wrong and do not feel the need to respond publicly at this point. However, I will be reaching out to the superintendent and the DOE.

Thank you, Mark







