CULTURE

☐ **PERFECTIONISM**	☐ **Mistakes are personal, rather than just mistakes** ☐ **Experience of a harsh internal critic that promotes guilt, blaming, disconnection, and non-acceptance**
☐ **SENSE OF URGENCY**	☐ **Focus on outcomes** ☐ **Little time for inclusive, democratic, thoughtful decision-making**
☐ **DEFENSIVENESS**	☐ **Criticism (of those with power) is viewed as threatening and inappropriate (or rude)** ☐ **Energy is put forth to make sure that (White) peoples' feelings are not hurt or to work around defensiveness.** ☐ **People spend energy defending against racism instead of considering how racism might be present** ☐ **Defensiveness of people in power creates an oppressive culture**
☐ **QUANTITY OVER QUALITY**	☐ **Measurable goals and outcomes are valued more than interpersonal, relational processes** ☐ **Discomfort with feelings/emotions** ☐ **No stamina for paying attention to interpersonal dynamics**
☐ **WORSHIP OF THE WRITTEN WORD**	☐ **If it's not documented, it doesn't exist** ☐ **No allowance for other ways of sharing information** ☐ **Individuals with strong writing skills are more highly valued, even in relational contexts**
☐ **ONLY ONE RIGHT WAY**	☐ **There is only one right way to do things** ☐ **Judgement and "othering" of those who don't know "the right way"**
☐ **PATERNALISM**	☐ **Those with power assume they are capable of making decisions for and in the interests of those without power**
☐ **EITHER/OR THINKING**	☐ **No appreciation for a "both/and" approach** ☐ **Oversimplification of complex issues** ☐ **Creates conflict and increases sense of urgency**
☐ **POWER HOARDING**	☐ **Limited value on sharing power** ☐ **Power seen as a limited commodity with only so much to go around** ☐ **Those with power don't perceive themselves as hoarding power** ☐ **Those with power assume they hold organization's best interest, and perceive those wanting change as emotional/inexperienced**
☐ **FEAR OF OPEN CONFLICT**	☐ **Try to run from or ignore open conflict about race** ☐ **White discomfort results in blaming Black people** ☐ **In racial situations, the blame is placed on the people who raise the issue** ☐ **Emphasis on being polite**
☐ **INDIVIDUALISM**	☐ **Problem-solving is often an individual effort** ☐ **Isolation results**
☐ **OBJECTIVITY**	☐ **Belief in in "objectivity" and "neutrality"** ☐ **Belief that emotions are inherently destructive and irrational, and have no place in decision-making** ☐ **Invalidation of emotion, as well as people who display emotion**
☐ **RIGHT TO COMFORT**	☐ **Belief that those with power have a right to emotional and psychological comfort** ☐ **Scapegoating those who are perceived as the source of discomfort** ☐ **Equating individual acts of unfairness against White people with systemic racism that targets minoritized peoples**