

White Fragility and Racial Stamina

Compiled from Robin DiAngelo, *White Fragility: Why It's So Hard for White People to Talk About Racism* (pp.119-121 and 141-143)

	FEELINGS	BEHAVIORS	CLAIMS	ASSUMPTIONS
WHITE FRAGILITY	<p>Singled out Attacked Silenced Shamed Guilty Accused Insulted Judged Angry Scared Outraged</p>	<p>Crying Physically leaving Emotionally withdrawing Arguing Denying Focusing on intentions Seeking absolution Avoiding</p>	<p>I know people of color. You don't know me. I don't feel safe. You hurt my feelings. That is just your opinion. I just said one little innocent thing. You're playing the "race card." I disagree. The real oppression is class (or gender or...).</p>	<p>I am free of racism. If I am feeling challenged, you are doing this wrong. If you have more knowledge on the subject than I do, you think you're better than me. If I am a good person, I can't be racist. I will be the judge of whether racism has occurred. Racists are bad individuals, so you are saying that I am a bad person. I am entitled to remain comfortable/have this conversation the way I want to.</p>
RACIAL STAMINA	<p>Gratitude Excitement Discomfort Guilt Motivation Humility Compassion Interest</p>	<p>Reflection Apology Listening Processing Grappling Engaging Believing Seeking more understanding</p>	<p>I appreciate this feedback. This is very helpful. It's my responsibility to resist defensiveness and complacency. This is hard, but also stimulating and important. Oops! It is inevitable that I have this pattern. I want to change it. I need to build my capacity to endure discomfort and bear witness to the pain of racism. I have some work to do.</p>	<p>Being good or bad is not relevant. All of us are socialized into the system of racism. Whites have blind spots on racism, and I have blind spots on racism. Bias is implicit and unconscious; I don't expect to be aware of mine without a lot of ongoing effort. Giving us white people feedback on our racism is risky for people of color, so we can consider the feedback a sign of trust. White comfort maintains the racial status quo, so discomfort is necessary and important. I must not confuse comfort with safety; as a white person, I am safe in discussions of racism. It takes courage to break with white solidarity; how can I support those who do?</p>

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Functions of White Fragility	Racial Stamina Might Interrupt Racism By Helping To...
Maintain white solidarity Close off self-reflection Trivialize the reality of racism Silence the discussion Make white people the victims Hijack the conversation Protect a limited worldview Take race off the table Protect white privilege Focus on the messenger, not the message Rally more resources to white people	Minimize one's defensiveness Demonstrate one's vulnerability Demonstrate one's curiosity and humility Allow for growth Stretch one's worldview Ensure action Demonstrate that one practices what one professes to value Build authentic relationships and trust Interrupt privilege-protecting comfort Interrupt internalized superiority