

Moving Towards Transformational Culture Within Our Congregation

(by social justice activist Tema Okun)

Unlearning:

Oppressive Cultural Characteristics

(of the White Dominant Culture or White Supremacy Culture)

- **Sense of Urgency:** unrealistic time frame or plans, limited inclusion, lack of intentional decision-making
- **Paternalism:** Making decisions for people, unclear power structures, lack of transparent process
- **Either / or thinking:** Limited ability to consider other options or models; closely tied to urgency
- **Power hoarding:** Scarcity mindset around power, feeling threatened by others
- **Fear of open conflict:** avoiding difficult conversations, suppressing your own or others' differing opinions, blaming people who raise issues/concerns

Learning:

Transformational Cultural Characteristics

(also called a model for multicultural collaboration)

- **Give time to vision and plan** for the long-term, thoughtful and inclusive decision-making
- **Centering those impacted by decision** in developing solutions. Centers people who traditionally have less power / voice.
- **Both / and thinking:** creating space for multiple perspectives and experiences, exploring alternatives
- **Power sharing:** developing others' abilities to cultivate and wield power
- **Embracing conflict** as an opportunity for deeper understanding of divergent views and experiences