

New Solutions Require Developing New Values and Habits *

<u>Dominant White Culture Values & Habits **</u>	<u>Transformational Values & Habits</u>
Hierarchical, authoritative	Collaborative, negotiation
One right way	Multiple approaches
Success = financial/professional	Success = well being
Worship of written word & data	Multiple communication methods
Formal education is best knowledge	Lived experience is essential knowledge
Either/or	Both/and
Emotional Restraint	Emotional Honesty
Polite, compliant	Authenticity, feedback encouraged
Linear, one-dimensional thinking	Complex, interwoven, critical analysis
Intellect	Intuition
Comfort is my right	Discomfort leads to growth
Sense of urgency, Fast	Faster not always better
Quantity	Quality
"Rugged Individual," Self-sufficiency	Interdependence, Community
Talk at, be the knower	Ask & Listen, be the learner
Thick skinned, competitive	Open, compassionate, cooperative
Assumption & Judgment	Curiosity
Product/outcome	Process
Poor disadvantaged you	What can I learn from you?
Denial	Acknowledgement
Blame	Reflecting on own role
Punishment	Reconciliation
Bravado	Humility
Individual Status	Group Functionality
Prefer Absolutes	Comfortable with ambiguity
Perfection	Learning from mistakes
Withholding (empathy, trust, \$, knowledge)	Generosity (empathy, trust, \$, knowledge)
Winners & Losers/Zero Sum Game	Collective Advancement/Expand the Pie
Control	Faith
Status Quo	Growth

* This list was inspired by the work of Peggy McIntosh, Milton & Janet Bennett, Margo Adair & Sharon Howell, and Tema Okun

** The left-side values and habits are associated with the dominant white culture and can be internalized by people of all colors.