

White Fragility Learning Experience

The White Fragility Learning Experience, which includes White Fragility I & II, is based on the book *White Fragility* written by Robin D'Angelo and was developed for Morrison Child & Family Services by Diane Benavides Wille, an expert in the field of Equity & Inclusion who identifies as a Person of Color. Employees at Morrison engage in the Learning Experience to deepen their understanding of individual, relational and systemic racism, the impacts of racism historically and in daily life and to continue the journey of effectively interrupting racism in the workplace. For team members who are white, there is an expectation to lean into the material and reflect on individual, relational and systemic racism, white privilege and engage in anti-racist practices. For Team Members of Color, there is value in knowing what information is being provided and how it is being discussed. There is not an expectation to share lived experience. Equity & Inclusion Vice President Patricia Weekley and/or E&I Team Members of Color participate in the Learning Sessions to offer their individual perspectives and lived experiences which deepens and enriches the learning.

The sessions include large group and small group discussion, individual and partner reflections, lecture content and videos. Each Learning Series includes pre-Learning Series support for Team Members of Color as well as Reflective Sessions in between each Content session. There are Reflective Sessions for Participants of Color and Reflective Sessions for white participants.

Sanctuary language and concepts are woven throughout the series and the facilitation team offers a trauma informed environment responsive to the needs of the participants. Our team has made several adaptations along the way as we ourselves continue to learn and integrate updated information and material. Each Learning Series is different based on the program we are working with as the energy and strategies of the Learning Sessions are responsive and organic.