

From: Kivel, Paul. Uprooting Racism: How White People can Work for Racial Justice.

Assessment: The Culture of Power (p.40)

1. Is there a white culture of power, and if so, what does it look like?
 - a. In your office or area of work?
 - b. In your school or classroom?
 - c. In your living room or living space?
 - d. In your congregation?
 - e. Where you go out to eat?
 - f. Where you shop for clothes?
 - g. In agencies whose services you use?
2. Some questions you might ask yourself to identify the culture of power and its appearances include:
 - a. Who is in authority?
 - b. How is the space defined?
 - c. What is on the walls?
 - d. What language(s) are used? Which are acceptable?
 - e. What music and food is available?
 - f. Who has credibility?
 - g. Who is treated with full respect?
 - h. Whose experience is valued?
 - i. Whose voices are heard?
 - j. Who decides?

These questions may identify cultures of power based on gender, class, sexual orientation, religion, age, or physical ability as well as race.

In your workplace, insofar as you have control over it, what changes can you make to diminish the impact of the white culture of power on people of color?