Ground, Listen, Grow: Unpacking the Book White Fragility
A 7-week therapeutic group offered by the Employee Assistance Program

You feel hopeless about the violence against Black people that you have seen on the news or social media, and are wanting to do something. You are hearing about the role of White/non-Black people in racism, and you feel anxious or guilty. You are wanting to work toward solutions or be an ally, but you don’t want to be “bad” at it or hurt others.

Many of us are facing the devastating impact of historical and systemic racism highlighted by both the COVID-19 pandemic and the publicized murders of Black men and women. Dialogues around anti-racism and racial justice have increased, and a growing number of White/non-Black people are seeking to deepen their knowledge and self-awareness in the ways they might stand in solidarity as allies. This seven-week therapeutic group provides an opportunity to reflect on and explore the role of White/non-Black people in the work of anti-racism, to build and strengthen a foundation for continued growth as an ally, and to gain skills to come from a more emotionally connected place of embodying the values of cultural responsiveness, equity, and justice in our personal and professional roles. This group is grounded in an understanding that we engage in the work of allyship and anti-racism for the collective healing of all of us and our communities.

Participants can expect to:
- Learn and unlearn with other Longhorn faculty and staff about the concepts in the book White Fragility by Robin DiAngelo
- Draw on the understanding that our bodies carry knowledge, and develop better awareness of our sensations, emotions, behaviors, and thoughts that come up around white privilege, implicit bias, systemic racism and anti-Blackness
- Connect with our own historical and intergenerational stories of racial identity, trauma response and cultural strengths
- Translate this awareness of our reactions, and new insights and tools gained to move forward in the work of anti-racism

This is not a book club; this is a therapeutic group designed to support self-exploration by leaning into our edges and engaging in courageous transformation. The group will be facilitated by Jamie Justus LCSW, RYT and Amber Hunter-Crawford LCSW-S, both counselors at the Employee Assistance Program. They are White women who bring their body-centered knowledge about neurobiology, collective trauma, healing, and anti-racism to support group members in facing the anxiety and defensiveness that can arise when dismantling harmful biases and exploring racial identity. They offer this group as part of their own work, learning and continued growth.

The group meets on Tuesdays from 3-4:15 pm via Zoom beginning in late June or early July, and is limited to 10-12 participants. We will use the book White Fragility by Robin DiAngelo as a primary text, and each group member needs to obtain a copy and commit to complete the readings ahead of each group. Group members will attend an online or telephonic screening with one of the facilitators before entry into the group. Please sign up for a screening by emailing eap@austin.utexas.edu