

ARJ: Case Study- NBI: Safe Space for White Members

A group of conservative white members write an NBI asking for the State Affiliate to support creating safe spaces for “white members”. They have followed the appropriate procedures to create the NBI and have it presented at the State RA. Their rationale is that the state affiliate creates safe spaces for other groups (BIPOC, LGBTQIA, etc) so it is only equitable that they get a safe space as well. The NBI is in direct conflict with the values and mission of the State Affiliate.

Table Work: From your perspective (affinity group identification)

1. Identify the problem or problems posed by the case
 - a. What does this scenario look like if you are an Actor?
 - b. What does this scenario look like if you are an Ally?
 - c. What does this scenario look like if you are a Coconspirator?
2. Take stock of varying perspectives
 - a. Think about how this scenario affects you personally?
 - b. In turn, how does that inform your response?
 - c. Think about how this scenario would impact you if you are a BIPOC staff person?
3. Consider possible challenges and opportunities
 - a. Think about how you would represent this employee.
 - b. Think about how you could support/educate this employee? Or could you?
4. Imagine equitable outcomes (beyond the individual member)
5. Brainstorm immediate short-term response
6. Brainstorm longer-term policy and practice adjustments
7. Craft a plan of action
 - a. How could this be addressed through bargaining?
 - b. How could this be addressed through local leader training?
 - c. How can the affiliate be better prepared to address the impact of racist acts on staff members?