

Objectivity

Looks like:

- Invisibilizing marginalized folks: pretending that racism, classism, homophobia, ableism, etc. do not exist in our more 'evolved' groups.
- Saying things like: “As feminists, we understand oppression, so this isn't a problem between us.”
- **Avoiding feeling and emotion:** intellectualize, joke, or passively resist at any point where it is time to exchange personal feelings.
- Taking certain voices more seriously than others: always giving more weight and authority to certain people's perspectives; **checking out** when women/Black and other people of color are speaking.

Key Questions to Help Y'all Reflect and Discuss:

- What are some of the physical, social, economic, emotional, psychological, and spiritual experiences of the people involved?
- What experiences are people bringing with them? How do personal experiences shape involvement and support of the activity?
- Have there been reflections on the impact of anti-oppressive initiatives and equity work on those of marginalized identities and experiences? For example: is the organization taking steps to properly center the voices of Indigenous, Black, and People of Color in anti-racist organizational changes?

Objectivity (cont.)

Antidotes:

- Realize that everybody has a worldview and that these worldviews inform the way they understand things.
- Work to expand your perspectives on what is counted as 'legitimate knowledge' versus what is dismissed.
- Validate emotional/affective, experiential, and ancestral knowledges as legitimate and powerful that are able to work in tandem with other knowledge forms to create expansive understanding and thinking.
- Realize this means you, too. It might be easy to detect another person's dismissiveness or rigidity, but we all have to check ourselves and notice when we engage in this kind of narrow thinking.
- Challenge yourself to sit with discomfort when people are expressing themselves in ways which are not familiar to you.
- Continue to listen.
- Respect that everybody has a valid and useful perspective, and it is the job of the collective to understand what that perspective is—even and perhaps especially through discomfort and/or disagreement.