

## Right to Comfort

### Looks like:

- The belief that those with power have a right to emotional and psychological comfort. This belief is broadly related to another characteristic to be discussed, the valuing of 'logic' over emotion.
- **Scapegoating** those who cause discomfort. For instance, people of color who risk calling attention to organizational racism often become the subject of scrutiny rather than those who are complicit in perpetuating oppressive dynamics within the organization.
- Holding onto views wherein individual acts of unfairness against white people are conflated with or placed within the same analysis as systemic and structural racism that **targets people of color**.

### Antidotes:

- Understand that **discomfort is at the root** of all growth and learning.
- It's presence is often signaling the need for **deep self reflection**.
- Welcome discomfort as much as you can.
- **Deepen your political analysis of racism and its intersections with other axes of oppression.**
- **Personalize your reflections** on racism and systemic oppression, rather than remaining within theoretical and hypothetical ways of thinking. These personal reflections can make for difficult work, but they strengthen analysis and help one see lived experiences and emotions as they fit into a larger picture.