**White Supremacy
Culture Assessment**

**Purpose**

This tool supports City government practitioners in identifying and disrupting white supremacy culture characteristics in engagement. To learn more, review the Racial Equity guide at [engagement-toolkit.phila.gov](https://phila.sharepoint.com/sites/Teams-CAO-ServiceDesignStudio/Shared%20Documents/General/Projects/In-progress/MOCEVS%20ECE%20Toolkit/ECE%20Toolkit/08%20Prototyping/Content/Guides/5.0%20Radical%20Inclusion/engagement-toolkit.phila.gov).

**Instructions**

1. Set aside 30 minutes to consider the white supremacy culture characteristics below. Find a comfortable space to think and prepare to sit with questions about your engagement.
2. Record the community you’re engaging and your engagement goal. Consider the identities and lived experiences in that community. And consider your level of engagement, or the amount of shared decision making power with community members. To learn more, review the Levels of Engagement guide at [engagement-toolkit.phila.gov](https://phila.sharepoint.com/sites/Teams-CAO-ServiceDesignStudio/Shared%20Documents/General/Projects/In-progress/MOCEVS%20ECE%20Toolkit/ECE%20Toolkit/08%20Prototyping/Content/Guides/5.0%20Radical%20Inclusion/engagement-toolkit.phila.gov).
3. Record how white supremacy culture characteristics could impact your engagement. Consider specific actions and mindsets that could perpetuate those characteristics.
4. Record specific actions and mindsets that could disrupt those characteristics in your engagement.

**Assessment**

|  |  |
| --- | --- |
| **Engaged community** |  |
| **Engagement goal** |  |
| **White supremacy culture characteristics** | **How will you disrupt each characteristic in your engagement?** |
| **Defensiveness** |  |
| **Fear of conflict** |  |
| **Hoarding power** |  |
| **Individualism** |  |
| **Narrow definitions of expertise** |  |
| **Perceived objectivity** |  |
| **Perfectionism** |  |
| **Valuing quantity over quality** |  |
| **Urgency** |  |