



WILLIAM ALANSON WHITE
INSTITUTE

A STATEMENT FROM THE ANTIRACISM ACTION WORKING GROUP

To Our Community,

In solidarity with Black Lives Matter and racial injustice movements, our working group has come together to lay the foundation for a long-range plan for our Institute and its community to explore racist issues and adopt anti-racist measures. Racism and institutional inequities are woven into the fabric of every social structure and institution in this country, including ours; it is the air we breathe. The journey toward awareness is long and filled with obstacles. We must stay the course toward change.

We believe that the path to systemic change starts from within each individual. And so, we invite everyone in our community to participate in this shared project. We recognize that genuine progress will be slow and at times painful. We are also aware that it can lead each of us to greater awareness and all of us to greater action. We envision this as a sustained conversation leading to personal transformation and psychic growth that expands ourselves as human beings and the role of the Institute in its engagement with our society.

Our plan for the Institute involves initiatives at the individual, group and systemic levels. We have outlined some preliminary actions:

- 1) Those in leadership roles at the Institute will be asked to immerse themselves in antiracism training;**
- 2) We will offer clinical groups to understand how antiracist ideas and psychoanalytic concepts can enrich one another; and**
- 3) We will have a Town Hall to facilitate a broad-based discussion among members of the community and to activate first steps toward institutional change.**

We must create safe spaces for Black people and all people of color both within our Institute and within our individual practices. We must create safe spaces for reflection and learning at all levels of the Institute in the midst of the cultural trauma in which we are all immersed. We ask that everyone commit to being respectful, curious and open as we learn, together, to speak about what has previously been unspeakable.

Toni Andrews, PhD

Lucy Bruell, MA, Trustee

Andrew Gerber, MD, Trustee

Tom Hennes, Trustee

Elizabeth Krimendahl, PsyD, Director

Michelle Stephens, PhD