

# Robin DiAngelo's *White Fragility*

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What We Learned & How To Take Action



Racism is not an event...





Racism is a structure

# WHITE PRIVILEGE EXPLAINED



# IN FIVE MINUTES



# Examples of White Supremacy

10 Richest Americans: 100% White

US Congress: 90% White

US Governors: 96% White

Top Military Advisers: 100% White

People who decide...

Which TV shows we see: 93% White

Which books we read: 90% White

Which news is covered: 85% White

Which music is produced: 95% White

Teachers: 82% White

Full-time college professors: 84% White

Owners of professional football teams: 97% White

In comparison to other statistics:

USNA Class of 2022: 62%

U.S. Navy: 60% of male and ~50% of female enlisted Sailors

U.S. Population (2018): 76% (including Hispanic ethnicity)





WHITE FRAGILITY



# Robin DiAngelo's Rules of Engagement (Adapted)

1. Do not give me feedback on my racism under any circumstances. Ever.
2. See Rule #1.  
If you chose to continue:
3. Proper tone is crucial.
4. There must be trust between us.
5. Our relationship must be issue-free.
6. Feedback must be given immediately
7. You must be as indirect as possible.
8. I must feel completely safe.
9. Highlighting my racial privilege invalidates the form of oppression that / experience.
10. You must acknowledge my intentions.
11. You will need to allow me to explain myself until you can acknowledge that it was *your* misunderstanding.







