

DO THE WORK | White Privilege on Facebook: Lori & Jason.

TRIGGER WARNING:

“Do the Work” is a show that deals with heavy and at times traumatic moments around race and racism. So, if you don’t have the emotional space to hear these discussions right now it’s okay. You can always come back to this episode whenever you are ready. We hope you take care of you.

Oh, and one more thing: Sometimes we use adult language in this podcast. So, if you’ve got kids nearby you might want to grab your headphones. Alright, now let’s get started.

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BRANDON KYLE GOODMAN (BKG): You're listening to “Do the Work,” a show that untangles the uncomfortable, offensive, and sometimes downright racist moments that happen in our personal relationships.

I’m your host, Brandon Kyle Goodman.

Now, have you ever experienced an interaction with someone that made you feel... let’s just say, uneasy?

Maybe it’s the married colleague who said you looked nice and you couldn’t tell if they were hitting on you or just paying you a compliment. Or what about if you show someone your driver’s license and they say, “You look great for your age!” Excuse me?

You know how these moments, which maybe don’t seem like a big deal at the time, can linger in your mind?

You find yourself second guessing the other person’s motives wondering if you just misread the situation... not knowing if the uncomfortable or upsetting feeling you have is even valid.

When these incidents occur around race, people of color, like myself, are often left with a lot of conflicting questions like, did that really just happen? Maybe I’m being too sensitive? Or why did that interaction just feel so, so off? And far too often the question is: Did they treat me that way because I’m not white? And when these moments involve someone we care about, these questions can be even harder to resolve.

Well, those, those are the moments we talk about on this show.

Each episode, I’ll introduce you to two people. They might be friends, romantic partners, family members, or even co-workers. You’ll hear their story, how they met, what they have in common, what they love about each other. You’ll also hear about an uncomfortable moment that happened in their relationship that they want to work through. And they’re gonna talk about it together on our show sometimes for the first time.

On today’s show, Lori and Jason had an incident that left Lori feeling really, really torn. It’s a situation a lot of people of color are dealing with, especially right now.

LORI: All this has been for me is emotional. It’s not an intellectual exercise, it’s my life.

BKG: That's next after the break.

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BKG: First up, Lori and Jason. Let's dive into their story.

Lori is in her fifties and lives with her husband and son in Los Angeles, where she was born and raised.

LORI: I'm the product of two educators. My father was a college administrator and my mother was a school teacher. So education was very important and I ended up going to Harvard University and then moved back home to get involved in the entertainment business.

BKG: She's worked on TV shows like... get ready... "The Bold Type" and some big films like "Hidden Figures," "How Stella Got Her Groove Back" and, my personal favorite, "Waiting to Exhale."

LORI: Very much have been into storytelling, but also into hidden stories as stories of people that you normally didn't hear about and particularly African Americans.

BKG: Her passion for telling stories led Lori to start a website called "Good Black News," which highlights positive stories of Black folks from around the world. When she launched the site, she had thousands of visitors a month. But now...

LORI: In the past three or four months, the traffic has. I want to say doubled. It's a little less than doubled. But because a lot of, frankly, white people are coming to the site now and wanting to educate themselves.

BKG: And that brings us to Jason. He also lives in LA, with his wife and two daughters. He's originally from the East Coast. What what! I'm from New York! But his family moved to Southern California when he was a kid.

JASON: I grew up in a pretty liberal, part of Los Angeles on the west side so that informed my viewpoints on things.

BKG: Jason went on to the Air Force Academy after high school and served in the military. After serving in the Air Force for 23 years, he now works as a commercial airlines pilot. Jason has a real thirst for knowledge. He loves trivia, and he'll spend hours doing research for fun.

JASON: I'll get on Wikipedia to just look up something. And I start out looking for, you know, Japanese cuisine and like an hour later, I'm reading about Chuck D.

BKG: From hibachi to "Public Enemy"? That's one crazy rabbit hole! Anyway, given Jason's curiosity about the world around him it's no surprise that in high school he surrounded himself with other smart kids, and that's how he met Lori. Lori and Jason weren't close friends in school, but they were in the same classes for high achieving students. And they did share the same group of friends.

After graduating from high school, they went their separate ways. In college their paths would cross every now and then, when visiting mutual friends or home on school breaks. And as they

moved into adulthood, they developed that familiar kind of friendship, a lot of us have, with the people we grew up with, one that revolves around sharing photos and liking status updates.

JASON: With the wonders of social media and specifically Facebook, I became, quote unquote, friends with her once again — Facebook friends. And I've gotten to know her all over again through that avenue.

BKG: As adults with kids and jobs and everything else that comes with adult life their friendship mainly stayed online. But then one day, Jason asked Lori for help.

Alright, it's July of 2016, and things in the country were really tense and I don't have to tell y'all. There was of course the impending presidential election but earlier that month, two Black men, Alton Sterling and Philando Castile, were shot dead by police in two separate instances. People all over the country were protesting and calling for justice. And we were having more thoughtful conversations around race. Sounds 'kinda familiar right?

Well, these conversations got on Jason's radar. But there was something he just was not getting in the news and online he kept hearing about this thing. Can you guess what it is? White privilege. And he couldn't really wrap his head around it.

JASON: I'm white and I've got this white privilege? And wait I didn't do anything to deserve this moniker. You know, I, I've always been nice to everyone. I've always been understanding of everyone and listened to them. And I've never been racist. I've never been I've never held anybody back.

BKG: Jason couldn't understand how he could have this thing called white privilege. So, he did what a lot of people do these days he turned to Facebook to crowdsource a second opinion.

JASON: I even said in my post, you know, I apologize if I come off as offensive or insensitive, but I really want to know about this. And I kind of, you know, expressed that in the post like I was taking offense to this term. But could someone but at the same time, I was saying, can someone please share some experiences and then help me with this?

BKG: In the short, Facebook post that he threw up online, Jason wrote how he was "blissfully ignorant of white privilege that he was supposedly guilty of having." He explained how he had always treated others with respect, but he didn't understand how he could "be somehow complicit in the misfortune of others." But he didn't stop there. After he was done writing the post, he tags several of his Facebook friends who are either Black, mixed race or other people of color. I could not imagine being tagged in that post! He asked them to share their personal experiences of systemic racism with him, so he can understand his white privilege. He wanted them to explain whiteness to him. Oof! And Lori is one of the people he tagged. Lori was going about her business that day, preparing for an important meeting. After the success of "Hidden Figures," she was gearing up to pitch for a new movie that would star Taraji P. Henson and Octavia Spencer. She was focused on her deadline.

LORI: One of those notifications came up saying you've been tagged in the post. So, I check it and I read what it is and I immediately get that, "Oh, God, really?" I thought it

was gonna be like some old picture from back in the day that was like a Kodak moment, that I was going to be like please untag me or whatever.

BKG: Now I don't have to tell you. Y'all already can feel it you already know what's coming. It was not a Kodak moment.

LORI: So, I got that, like, hot feeling in my chest of like this, this is too much. This truly is too much. But I don't have time to engage in this right now.

BKG: But then Lori got an e-mail from the executive she was supposed to pitch her idea to. They had car trouble and the meeting would have to be rescheduled.

LORI: So then I was just like, well, now I have time to think about this.

BKG: Lori did think about it. She sat at her computer and began to type up a response to Jason's post. The floodgates opened. If Jason wanted personal examples of systemic racism, honey, she had them. She wrote out ten. You heard me! Ten examples of times she had experienced racism from as young as three years old. These ten examples represented just a fraction of the systemic racism Lori has experienced in her life. Incidents that a person like Jason would never have. As Lori crafted her response, more and more people were weighing in on Jason's post

JASON: Some of the responses were kind of like, dude, I grew up in the same neighborhood you grew up. And I find it hard to believe you didn't see this and that going on, because I certainly did.

BKG: For many of Jason's friends, the post had understandably touched a nerve. How could he have been so blind to everything that was happening around him? It was Los Angeles in the '70s and '80s. There was school desegregation, the war on drugs, and increasing reports of police brutality that would lead to the Rodney King riots. It's something Lori had noticed growing up. One example she shared with Jason, you're not gonna believe this.

LORI: So I go to the doctor and I say, "Hey, I've got to get I'll make sure all of my shots are up to date because I'm going away to college." And the doctor says, "Which college?" I say "Harvard." And she says, "You mean the one in Massachusetts?" And I paused and I said, "Yeah, uh huh."

BKG: White people she encountered couldn't believe she could get into the Harvard University. And this kept happening. Not once, not twice.

LORI: Literally three times within the course of a week, three people had said the same phrase to me as and I couldn't think of any reason other than the fact that I'm a Black woman, why they would question because whatever Harvard have you heard of, honestly?

BKG: Now if you're a person of color, like me, Lori's story probably feels all too familiar. From the emotions of exhaustion and annoyance, or maybe even anger and rage, that we feel when we find ourselves having to, once again, educate white folks about race. Or maybe it's how absurd it seems that many white folks have such a hard time understanding what white privilege means. And if you're a white person you might be thinking: My upbringing didn't feel privileged! Lots of folks had it better than I did growing up. Or maybe you've always wanted to

understand what white privilege really means, but like Jason, you just aren't sure where to start.

We are here to help. We believe it is possible to have these honest conversations about race with each other. We believe everyone has bias even I do! And the only way forward I personally believe is to talk about it. Because these tough conversations are worth having and it's one Lori and Jason are going to have today for first time since all of this went down on Facebook.

LORI: We have not directly spoken like actual words to each other in that whole time.

BKG: But first, we're going to zoom out, and talk to our in-house educator, Debby Irving, who wrote the book, "Waking Up White: And Finding Myself in the Story of Race."

DEBBY: You don't have to know that you're participating in this horrific, violent system, racial caste system to participate in it.

BKG: Stay with us.

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BKG: And we're back. So, before we bring Lori and Jason together for their very first conversation about that cringey Facebook post. I want to tell you a little bit about myself and why I wanted to host this show.

So, I'm nonbinary; my pronouns are he or they. My family is from Trinidad, and I'm a proud first generation American. My husband's name is Matthew, and he's a white dude. And my dog Corey is a pit mix. And I'm a Taurus, Sagittarius rising in case y'all want to get me a birthday gift.

Now that you know a bit more about me, I want to introduce you to our in-house educator, Debby Irving. She wrote the book "Waking Up White: And Finding Myself in the Story of Race." Debby was born and raised in New England. And actually, lemme just let her tell it.

DEBBY: Well, I'm white, I guess listeners can't see that, so that's important to establish.

BKG: It is. *[laughter]*

DEBBY: So, I'm 60 years old. That's one important thing to think about. The other thing is it means I was raised in the 1960s, which was a really socially turbulent time.

BKG: Each episode, Debby will join me to help put the issues we discuss with folks like Lori and Jason in a larger context, because let's be honest, these uncomfortable moments around race DO NOT happen in a vacuum.

And now I know some of you might be thinking, why do we have a white woman as our educator on this show? Well here's why, fundamentally, it is not up to people of color to teach white folks how to not be racist. White folks, y'all need to do the work in your own lives and educate each other and not rely on us to do it for you. Since Debby has done and continues to do the work in her own life and works to teach other white folks how to do it in theirs, we thought she could help demonstrate how to be an ally and more importantly, how to be anti-racist.

DEBBY: My adult life has been dedicated to trying to understand how I was made so ignorant, how I became so naive, and unlearning what I learned to relearn in a more truthful history of the country and a more realistic sense of myself.

BKG: And you wrote a whole book about white privilege.

DEBBY: So I wrote the book I wished that someone had put in my hands. And so it sort of felt like an “Eat, Pray, Love,” but about racism.

BKG: Haha yes.

DEBBY: And, and it took me many tries. I had to keep getting more and more vulnerable. That was a process to pull back the layers of bravado, you know, which are definitely part of the white conditioning.

BKG: Well how did you get more vulnerable?

DEBBY: Well, I think it's a practice, you know, like if you want to change your, the way you eat for better health. That's a practice. If you want to be more fit. That's a practice. If you want to drink less. That's a practice. If you want to learn how your whiteness is damaging you and the people around you. That's a practice.

BKG: Hashtag. That's a practice. [laughter]

DEBBY: That's a practice. Hashtag. Do the work. Hashtag. That's a practice. [laughter]

BKG: Yes [laughter]. What you bring up with those examples, people are very committed to, you know, veganism or a lifestyle. And I think that this is the same thing. You wake up and you commit and sometimes, and I'm going to use veganism because I feel like people understand that. If you make a decision not to eat meat, that's something that you wake up every day and you have to recommit to.

BKG: And you might slip, and you get to say: “Wow, I slipped and I'm gonna learn from that, and I'm going to learn that I need to do this to set myself up.” And you do better the next day. And I feel like that's the same thing here when you're learning about your whiteness and your privilege. You're not going to be perfect right away. And there's such a desire, I think, in our society and such a value on perfection and being right and knowing everything. And that stands in the way from people really saying: “No, this is a process, and I will mess up, I will screw up, and then I get to take ownership of that. Apologize, make it better and learn from that.” As opposed to not even trying at all, because I'm afraid of messing it up. I guess I want to ask, you know, in terms of white privilege, because that's what we're dealing with today, what are some of the hardest things for you to grasp when it when it came to understanding your own white privilege?

DEBBY: I think I understood class privilege. But the but white privilege, racial privilege was harder for me, I think. I really don't know anyone on the planet who had a harder time understanding systemic racism than me. You know, people tried and tried and tried to explain it to me. And, you know, I really couldn't get it until the moment was when I learned that my dad, who had been in World War II, I knew he had taken advantage of

the GI Bill after World War II. He was in the Navy. He went to Harvard Law School for free on the bill. My parents bought their first home in Winchester for seventeen thousand dollars in the 1940s on that bill. When I learned that the Black, Indigenous, Asian and Latinx GIs, who also equally sacrificed in World War II were mostly unable to access any of the parts of the GIs Bill, it just like cut me at the knees. It so up ended my, my sense of self, my sense of country, my sense of my family, you know, my parents didn't need to know that that existed, that there had been red lining. All they had to do is say, yeah, we'll take that GI Bill. That sounds like a good idea. You don't have to know that you're participating in this horrific violent system, racial caste system, to participate in it.

BKG: Yes. Which is why as a Black person, it's like frustrating to have to explain white privilege. It's like whether you want to believe it exists or not, it does. And you are participating in it. So, you know switching gears just a little bit. In the conflict between Lori and Jason tell me what jumped out to you?

DEBBY: Well, I see myself in Jason. I could so easily have been, Jason, you know, if not for the forces that that, you know, conspired to wake me up. And I understand why he did it. You know, I think he was I think he probably he never expected it to land the way it did. I mean, this is the way racial dynamics work. We white people don't have to read the room. We don't have to know how our words and actions land. Even on social media.

BKG: I am always reading the room. From the time I walk in every room, every space, every neighborhood. Constantly, constantly. It's unconscious at this point, which is also interesting. I'm 33 now, having these conversations now and realizing how much of this conditioning was drilled into me at 14 at 13. At 10 even. You know, just the training and the rearing my mother and grandmother were giving me as them raising a young Black boy. And now it's second nature, but now at 33 unpacking that I'm like wait my white friends do not think like this. They don't have any of this they don't have any of this "I don't belong here" or let me test the waters, let me see, am I safe. None of that. You know what I think is the most harmful part of this and I just want to pull out. It's not so much the post. It's the tagging. To me, it's the tagging of his friends in the post that's really harmful because it's like, I don't want to tell you that. Like, that's not that's not what I want to talk about right now. And now you've in a very public space put my name on this post that I didn't ask to be included in that I may not want to be included in that I don't have the space to be included in because it can be emotionally taxing to continue to explain to somebody. I like to say it's like saying the sky is blue, the sky is blue. This whole racial global awakening has felt like that where Black people have been saying the sky is blue and white people are like no, it's like pink. It's like red and, you know, it's blue. And finally, everyone's like, it's blue you're right!

DEBBY: Why didn't someone tell me sooner!

BKG: Why didn't you tell me sooner! It's like "Oh, my God."

BKG: Jason said something that stuck out to me, which was when he described white privilege as something he was guilty of despite being a good person and always kind to everyone. And I'm wondering what your reaction to that is and what you would tell him if he said that to you?

DEBBY: We white people have white privilege whether or not we want it. And so we're not guilty of having it, we just have it. And one of the ways I describe privilege, I think, about privilege is it's simply the opposite of discrimination. You know, you experience racial discrimination. That's the short end of the stick. But you can't have a short end without a long end. It's a stick. I'm on the long end. I have I have racial privilege. I have ability privilege. I also know I don't have gender privilege as a female. I have heterosexual privilege. And then it's important to talk about the word guilt, you know, guilt is a it's not a very helpful emotion. It if we didn't get caught, guilt and shame can pull us down into inaction and these kind of vicious spirals of...

BKG: Stagnancy.

DEBBY: Yes, stagnant. Yeah, so. So, I encourage people, you know, get in touch with their guilt and, and, just, you know, feel it. And transform it into some rage and anger at the fact that you were born into a world. That divides you from your fellow human beings and makes your privileges at the expense of your fellow human beings.

BKG: Debby will be back later in the show to share some more tips with us, ways you can take what you hear on the show and apply it to your own life. And, as our in-house educator, she'll be joining us each week along with other experts to shed more light on these issues. I hope you'll enjoy our conversations as much as I do. Up next, we finally bring together Lori and Jason for the first time to talk about that Facebook post.

LORI: It feels like you're questioning my experiences and what I know to be true about the way things are in the country.

BKG: That's after the break.

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BKG: Welcome back, y'all. I'm so glad you stayed with me because this is where it's going to get REAL. Lori and Jason had not spoken to each other about the Facebook post. You know, the one where Jason asked his friends of color, including Lori, to help him understand white privilege. Well they hadn't talked about it with each other until now.

Okay, so it's a Friday evening, and Lori and Jason are connecting through a podcast recording app. Like many of us, they've been self-isolating with their families for the last few months. Lori has spent much of the day guiding her son through virtual middle school. Superwoman. Props to you Lori. While Jason has been on call for work in case the airline needed him to fill in for another pilot at the last minute.

It's been years since they've spoken face to face, but as soon as their faces pop up on the screen, they begin chatting away like old friends do.

LORI: Good to see your face, Jason, and it made me smile to see it.

JASON: Same.

BKG: They seem excited to talk about that moment on Facebook from a few years back. And everything that's happened since then. And honey, a lot has happened.

So, just to recap Jason had posted on Facebook asking for his friends of color to share examples of times they experienced racism so he could understand how he could have this thing called white privilege. And Lori had responded to his post with ten examples of things she had to endure. But it didn't stop there. Lori's response on Facebook went viral on social media. Thousands of people reached out to her to thank her and share similar experiences. You see if what Jason did was public, Lori's response got even more public. And Lori has a few ideas why her response struck a nerve with so many people. That question about what white privilege is? Well...

LORI: It's a question that a lot of people want to ask their friends of color and maybe don't feel comfortable doing it.

BKG: And something else happened after Lori posted her response. A lot of white folks started sending their questions about racism to Lori. Oo, honey I can relate. You should see my DMs. But through it all, there's one thing everybody wanted to know.

LORI: What did he say to me after I'd taken all this time to write this piece?

BKG: So, what did he say? Well, Jason never wrote a lengthy response to Lori's post just a brief thank you. So what I wanted know was, what was Jason's reaction to Lori's post? I mean she had detailed ten — count 'em — examples of her experiences with systemic racism so that he could understand white privilege. I mean he had to have some thoughts about it, right?

JASON: That's a lot of pressure haha. Yeah it was so detailed, and I know it's painful. So, I didn't really see a reason to delve further because it satisfied my question and began a dialogue. And that, for me was a good thing. I'm grateful that she took the time and effort to answer me so I could be educated, so to speak.

BKG: For Lori, what did she want Jason to know about how it felt to be tagged in his post?

LORI: [sigh] I want to try to explain this the right way, because it's, it's an emotional feeling. It's almost like, you know, when people say I can't describe pornography to you, but I know it when I when I see it that when you're asked a question about race and you're a Black person, there's a way in which the words hit you that can stir you up.

BKG: I wondered if Jason had thought about the way he had posed his question to his friends of color on Facebook. And if there was anything, he'd change about it, knowing what he knows now.

JASON: Maybe it was a little lazy of me. When I went back and reread my initial question and looked at it, I could see how maybe a part of it would sound glib. I think I said, why someone like myself, who I'm not racist. You know, why? Why am I guilty of this? You know that kind of thing.

LORI: Jason, you know, the way you chose your words, even in the tone when you say, you know, apparently, I'm guilty of this or apparently, I'm guilty of this. It still is saying

that, like, hey, you are accusing me of something. This is not something that I, I think I do. Or whatever it really did, that the level of defensiveness is the thing that is just like, oh, my gosh, how are you making this about you?

BKG: Now, this is a podcast so y'all can't see Jason's reaction, but he's nodding along while Lori's talking. Really listening to her and taking in what she's saying. And rightfully so, she has a lot to say. Lori goes on to reveal to Jason why his post had been so unsettling, so triggering for her and many of the other folks who saw it or had been tagged.

LORI: It feels like you're questioning my experiences and what I've been through and what I know to be true about the way things are in this country.

BKG: So, Lori is pointing out something important here. It's why a lot of people of color hesitate to even bring up these conversations in the first place. A question that often runs through my head when these incidents come up is: Am I actually going to be heard? And that's because it's common for white folks to center themselves in these conversations and then get defensive when talking about systemic racism. Jason, to his credit, has changed. When he looks back at his Facebook post, he now sees how even framing his question around the idea that he was quote guilty of white privilege wasn't the right way to look at it.

JASON: And I think it's also an important point that that just goes to show my lack of understanding of white privilege, to put it in terms of I'm being accused of this and I'm guilty of it. Once I understood white privilege then I knew if that's something you're guilty of, it's something you possess.

LORI: Correct.

JASON: But once Lori explained it to me that I understood, I would ask that question differently.

BKG: And that's not the only thing, Lori's response has helped Jason to understand. The incidents of racism that Lori shared were eye-opening for Jason. Until then, he hadn't understood that people of color, especially Black folks in this country, still experience racism regardless of how they grew up where they went to school or how much money they have.

JASON: I consider Lori to be very successful and regardless, you know, just in general terms in in society. So for someone like for someone like her to have those myriad examples, then that would say to that that just said to me, well, then someone who isn't college educated, who's out there just struggling, what, what must their experience be?

LORI: Well, my response to that is it doesn't matter if it's LeBron James. It doesn't matter if it's, you know, a homeless man on the corner. They have experienced racism because it's endemic to this country in some form or the other if you lived enough life.

BKG: Y'all, I just want to take a moment to point out that Lori did Jason a big favor when she publicly responded to his post and shared her deeply personal stories. Like talking about how people questioned whether she was really attending Harvard and nine other examples of how she was treated differently because of her race. It was like a PSA for people who are confused about white privilege. But there's one thing I want to emphasize here, it was Lori's choice.

LORI: I understand that education is what changes people's minds and what helps them transform. So even if I have to do the labor to offer them a tool to understand something, I'm more inclined to do it than not. Google, it is in completely acceptable response. In fact, even f-you is an acceptable response to somebody asking you to educate them, to pick your brain to, you know, explain something to them. Any response that is authentic to you is the right response because you don't owe anybody anything.

BKG: Preach it, honey! And listeners, this is my PSA to you, please, please don't go around asking people of color to just share their traumas with you so you can be educated! Uh-uh, that ain't cute!

Anyway, before their conversation ended Jason had another question for Lori, now that he understands systemic racism and his relationship to it as a white person, what should he do?

JASON: Does that mean I have to get out and protest? Does that mean I have to go out and look for racism? And then when I find it, attack it. It's almost like an impossible task for a middle class white person to be anti-racist with the exception of if you hear something say something.

LORI: Let me tell you how I can help you. You work within the realm of where you are and you just say, hey, I want to see more of this. I want to make sure the education in this area is going this way. And, and to me, that's, that's the work in voting, you know, making sure the policies that you support are supporting the dismantling of, of systemic racism.

BKG: Mhmm Lori, that's right. Start by working in the realm of where you are.

Now before I let y'all go, I want to bring back Debby Irving, our in-house educator. Since Debby has spent years doing the work in her own life to be a better ally, I wanted to ask her what takeaways from this whole situation between Lori and Jason, we can apply to our lives. And here's what she had to offer.

Step one? Make amends.

DEBBY: I think one of the things that's notable about Jason's situation is that he, as we like to say, stepped in it publicly. And I always think when we make a misstep, we have to acknowledge it and we have to apologize and then we have to figure out how to repair the harm we did.

BKG: Okay, so acknowledge when you mess up. But not in a confrontational way. Remember, we're all human. And it's human nature to mess up, to not always be perfect. And that's OK.

Step two? Get educated.

DEBBY: About how racism operates outside of us, inside of us. What is the history? I know this sounds daunting, and yet It's just to start learning.

BKG: And step three? Challenge the things you think you already know.

DEBBY: For me as a white person the myths I was exposed to made sense, and those myths were that the playing field is level. That's the entire point of United States. We say that all you have to do is work hard. We even have little bootstraps to help you. And so for me. And for many white people, that feels really real.

BKG: Okay, so acknowledge when you've messed up educate yourself and challenge your own beliefs and assumptions. Great advice for all of us who want to do the work in our own lives.

"Do the Work" is a Three Uncanny Four Production. The show is hosted by me, Brandon Kyle Goodman. Our in-house educator is Debby Irving.

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This episode was mixed by Johanna Katcher and Steve Bone at Nice Manners.

Ava Ahmadbeigi is our fact checker and Elisheba Ittoop created the theme.

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If you have a question or comment or want to have your own story featured on the show email us at dothework@threeuncannyfour.com, with the numbers spelled out. That's dothework@threeuncannyfour.com.

Now I hope y'all are taking care of yourselves as we deal with these heavy conversations. One self-care tip from me is to write down three things you are grateful for every day. Oh, and one more thing, we're putting some handy resources on our website in case y'all want to do some reading up on the topics that we talk about in the show. You can find that at dotheworkpod.com.

For Three Uncanny Four, I'm Brandon Kyle Goodman. Until next time, you can find me on the 'gram [@brandonkgood](https://www.instagram.com/brandonkgood). Thanks for listening.
