

ANTI-RACISM & DIVERSITY IN COMMUNITY SUPPORTED AGRICULTURE

A TOOLKIT FOR RAISING AWARENESS THROUGHOUT THE “NETZWERK SOLIDARISCHE LANDWIRTSCHAFT” IN GERMANY

Translated Resources

5 Phases Model by Tupoka Ogette

In her book "exit RACISM", Tupoka Ogette outlines a 5-phase model, in which the way white people deal with their own racism is presented. These do not necessarily occur in the following order, rather she assumes that people jump around between them.

In most cases, indignant defence is followed by anger at the naming of racism, and an attempt to defend unspoken privileges and structures to silence the person.

A good introduction is provided in the book "exit RACISM" by Tupoka Ogette (2017). The following is an abridged extract from the book "exit RACISM" (from p. 27ff.), explaining the 5 phases of Happy Land, Defence, Shame, Guilt and Recognition.

Phase 1: Happy Land

- You negate racism.
- You think racism is something from the past, hardly relevant today or no longer an issue.
- You think that racism only becomes a problem because people talk about it.
- It is much more important to you to be seen as not racist than actually to engage in a conversation about racism.

Phase 2: Defence

- You feel the need to be an exception yourself and become angry and defensive if someone suggests that you have said or done something racist.
- You feel an inner defence when racism is made an issue.
- You are quickly outraged when the topic comes up.
- If it is a Black person or a person of colour who talks to you about racism you accuse them of being too emotional or involved, dismiss the arguments, accuse the person of being too sensitive, of seeing racism everywhere or of being hysterical.

Phase 3: Shame

- You are ashamed of the history of racism.
- You are ashamed of being white.
- You have a guilty conscience because you realise that certain situations, conditions, and things were not clear to you.

Phase 4: Guilt

- You feel guilty for being white.
- You remember moments and situations in which you acted in a racist manner or did not want to see racism and you feel guilty for it.

Phase 5: Recognition

- You begin to recognise that racism is real and that it is powerful as a system.
- You understand that you have been socialised in a racist way.
- You feel the need to take responsibility and begin to recognise, question and analyse your own socialisation.
- You have a structural understanding of racism and its form of action.
- You have recognised where racism is a system and not an individual bad act, and that the recognition of this system and your positioning within it, is an important part of your contribution to deconstructing racism as a system.
- You know that racism is the norm, and not the rejection. You see feedback as the key with which we can deconstruct our often unconscious but at the same time inescapable, internalised racisms."

Reference:

Tupoka Ogette (2017): exit RACISM. learning to think critically about racism.

Jakob Sauseng, Diana Prugger, Lorena Kübler: Allyship in Action. Eine Ressourcensammlung für weiße Verbündete