

THE RESULT: WHITE FRAGILITY

1. What is the “discourse of self-defense”? Have you ever used it yourself? If so, thinking about it now, how did it function in the interaction?
2. Share a time that you experienced your own white fragility or witnessed another white person’s.
3. What strategies do white people use to reset white racial equilibrium?
4. As a white colleague, how would you explain to Karen (p. 107) what is problematic about her response? If you are a person of color, what strategies could you use to address Karen’s white fragility?
5. Why are questions such as “What is the right thing to say?” or “What am I supposed to say?” the wrong questions? How might you respond the next time you hear these questions?
6. The author claims that white fragility functions as a form of bullying. How so?
7. What is meant by the statement that white fragility is “white racial control.” How does white fragility function as racial control?
8. The author ends this chapter by sharing an interaction with a man of color who, when asked what it would be like for white people to be open to feedback, replied, “It would be revolutionary.” She asks white readers to consider the profundity of this man’s reply. What feelings did you have when you read that response?
9. How might this man’s reply inform how you respond to feedback from people of color, going forward?