WHAT IS THE ROLE

of **TWELVE STEPS** *for* **WHITE AMERICA**
in COMPANIES, NON-PROFITS
and HIGHER EDUCATION?

TWELVE STEPS FOR WHITE AMERICA
for a UNITED STATES *of* AMERICA

answers the revolutionary call of James Baldwin in
"*The Fire Next Time*" for new standards for white Americans.

Educator and former psychotherapist William Watson presents a treatment plan for democracy, an innovative framework of steps white Americans can take (*and all individuals and organizations can incorporate*) to right our nation's course to peace and prosperity through justice then liberty for all.

The problem: Watson's *Rigged Advantage Theory* presents U.S. democracy as compromised by advantage rigged to favor some, exploit others, and marginalize many. Rigged advantage operates a whiteness inclusion-collusion that relies on two codependent strategies— white supremacy and anti-Blackness.

The solution: Address elements of dysfunction common to both rigged advantage and alcoholism. Apply 12 steps of known recovery principles to unshackle the past, promote U.S. security and global competitiveness, and eliminate race as a predictor of democracy's outcomes.

Twelve Steps for White America maps a pathway to truth, reconciliation, and renewal forged in a crucible of national repentance, atonement, and redemption.

Use #12SWA to join the conversation.

William Watson first learned democracy watching his Mississippi parents risk their lives (and his) in the 1960s Civil Rights Movement. Defying odds set by poverty and alcoholism, Watson earned a social justice-focused doctorate from San Francisco State University and completed a Presidential Fellowship for College Excellence with The Aspen Institute's partnership with Stanford University. After prototyping equity innovations in higher education for over 20 years, he founded Waterbrook, LLC, a USA democracy project inspired by MLK's Beloved Community. For more information, visit williamwatson.org.

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TWELVE STEPS *for* WHITE AMERICA

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TWELVE STEPS FOR WHITE AMERICA

for a UNITED STATES *of* AMERICA

WILLIAM WATSON

BOOK AND WORKBOOK AVAILABLE THROUGH YOUR BOOKSTORE INCLUDING AMAZON AND BARNES & NOBLE

Rigged Advantage is a whiteness-inclusion-collusion that relies on white supremacy and anti-blackness

White Americans are responsible for dismantling rigged advantage. *Twelve Steps for White America: for a United States of America* charts a future of strengthened security and global competitiveness. *Then*, our democratic republic thrives as a meritocracy where race does not predict outcomes. *Now*, race predicts outcomes.

Rigged advantage disproportionately benefits white Americans

Key indicator: The racial wealth gap is the largest of the economic disparities between Black and white Americans, with a white-to-Black per capita wealth ratio of 6 to 1.[1]

Who is responsible for this work?

White Americans. Proficient practitioners of *Twelve Steps for White America* can support this work in companies, non-profits, and higher education.

ESG – DEI* practitioners can leverage this work as part of the strategies supporting organizational goals. They are not responsible for the work itself.
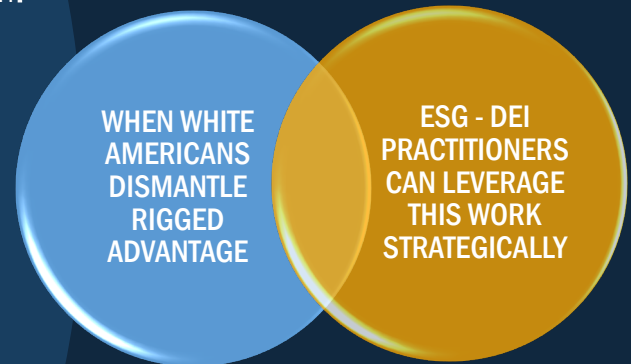
First Things First

Black, Indigenous and other People of Color must not be charged with dismantling the advantage which is rigged against them.

WHEN WHITE AMERICANS DISMANTLE RIGGED ADVANTAGE

ESG - DEI PRACTITIONERS CAN LEVERAGE THIS WORK STRATEGICALLY

ESG and Diversity, equity, inclusion commitments signaled in the wake of the murder of George Floyd *must be built upon the foundation* of white Americans taking responsibility for dismantling rigged advantage. Justice then liberty leads to peace and prosperity.

Without the dismantling of rigged advantage, DEI[2] practice is fraught.

* ESG   Environmental, Social, Governance (*categorical considerations for investing*)
+ DEI   Diversity, Equity, Inclusion (*capacity for outcomes*)
= INTEGRITY   Integrated alignment of "walk & talk" catalyzes performance

[1] Derencourt, E., Kim, C.H., Kuhn, M., & Shularick, M. (2022). Wealth of Two Nations: The U.S. Racial Wealth Gap, 1860 – 2020. Opportunity & Inclusive Growth institute: Federal Reserve Bank of Minneapolis.
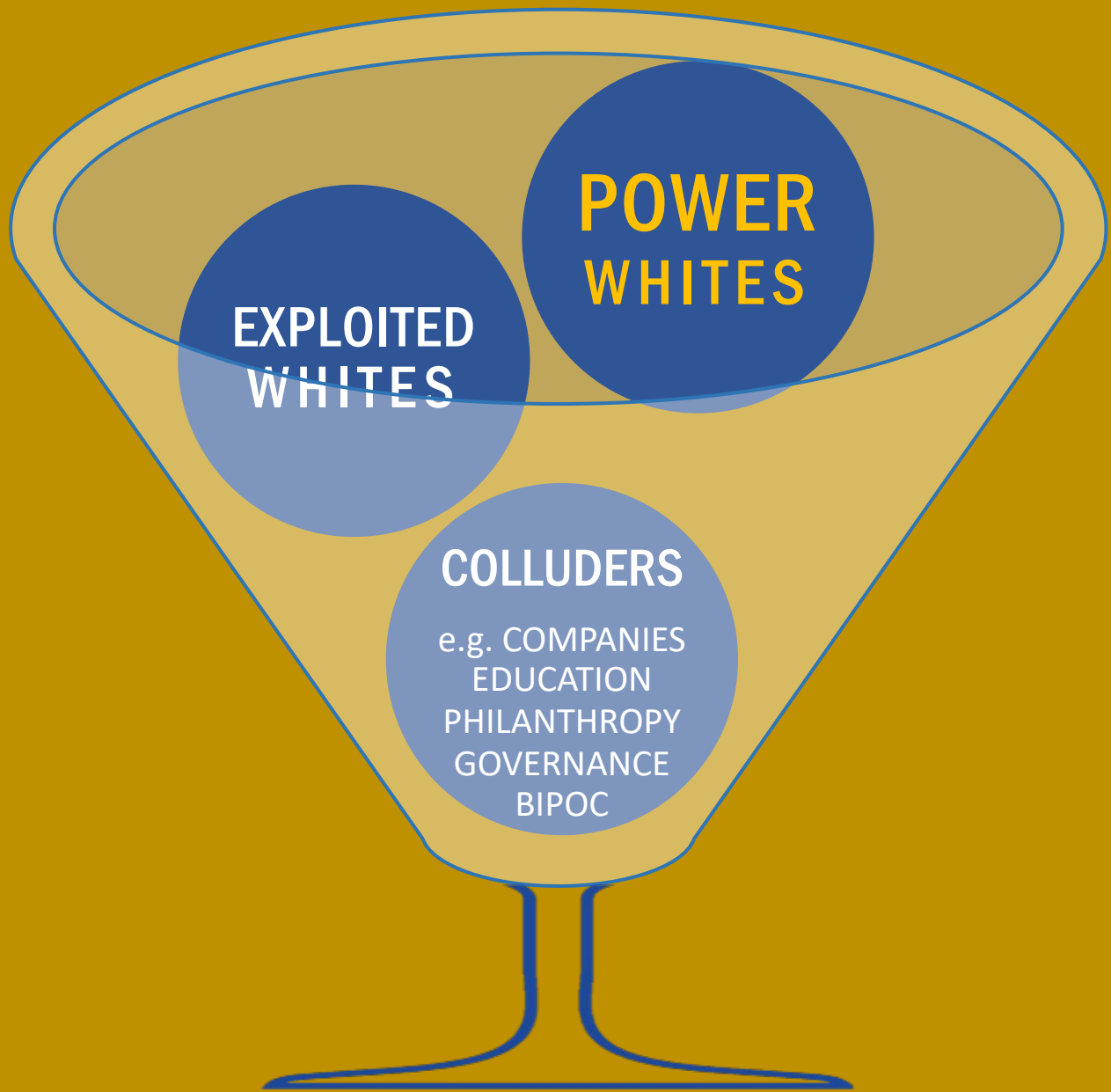
[2] DEI may also include justice and belonging to form DEIJB. Operationally, the foundational order of the work is justice, diversity, inclusion, belonging then equity. Justice is only possible when rigged advantage is dismantled. Equity is a measurable outcome available when JDIB is functional. (BJEDI is a tempting order, mnemonically, but that order is not operational).

TWELVE STEPS
FOR WHITE AMERICA
FOR A UNITED STATES OF AMERICA

WHO IS WHITE AMERICA

POWER
WHITES

EXPLOITED
WHITES

COLLUDERS

e.g. COMPANIES
EDUCATION
PHILANTHROPY
GOVERNANCE
BIPOC

WHITE AMERICA IS A SELF-REPLICATING SYSTEM OF RIGGED ADVANTAGE HISTORICALLY FAVORING ELITE WHITE MEN

TWELVE STEPS
FOR WHITE AMERICA
FOR A UNITED STATES OF AMERICA

STEP		LEARNING OUTCOME
1	We admit our problem: rigged advantage.	Identify the gap between presented & realized democracy in the U.S.
2	We believe something can be done.	Recognize the potential for personally impacting democracy's promise.
3	We decide to act.	Determine the need for a personal program of liberation for the common good.
4	We detail the problem.	Identify, analyze, and categorize specific knowledge, skills, and abilities rooted in Whiteness-affiliated rigged advantage.
5	We present the problem.	Recognize, describe, and present specific knowledge, skills, and abilities rooted in Whiteness-affiliated rigged advantage.
6	We resolve to change.	Contrast intentional vs unintentional beliefs and behaviors that reproduce rigged advantage, then dedicate self to a merit-rich democracy.
7	We humbly turn toward change.	Relinquish Whiteness-affiliated rigged advantage to habituate justice, then liberty for all.
8	We identify the harm.	For peace and prosperity, formulate remedies that eliminate disparities in socio-economic outcomes.
9	We repair the harm.	For peace and prosperity, implement remedies that eliminate disparities in socioeconomic outcomes.
10	We remain vigilant.	Habituate rigorous self-assessment to sustain justice then liberty, replacing periodic remission of rigged advantage with its eradication.
11	We choose reverence.	Synthesize personal spiritual discipline as the pathway to relinquish rigged advantage for the common good.
12	We consecrate liberty free from rigged advantage.	Dismantle rigged advantage for an integral democracy where competition thrives from race-neutral merit.

TWELVE STEPS FOR WHITE AMERICA:

FOR A UNITED STATES OF AMERICA   #12SWA

San Diego, CA – Cognella Press is proud to announce the publication of *Twelve Steps for White America: For a United States of America* and *Twelve Steps for White America: Workbook* by William Watson and featuring workbook contributor Christine Sleeter.

About the Book

This treatment plan for democracy answers the revolutionary call of James Baldwin in *"The Fire Next Time"* for new standards for white Americans.

Educator and former psychotherapist William Watson presents a treatment plan for democracy; an innovative framework of steps white Americans can take (and all individuals and organizations can incorporate) to right our nation's course to peace and prosperity through justice then liberty for all.
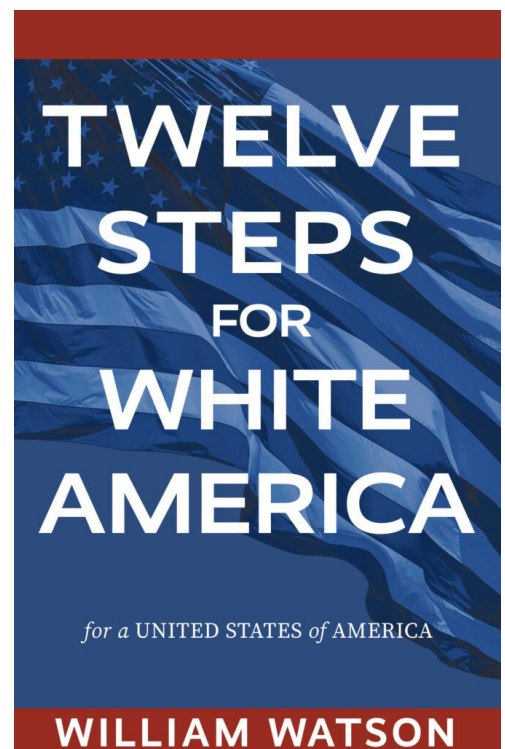
The problem: Watson's **Rigged Advantage Theory** presents U.S. democracy as compromised by advantage rigged to favor some, exploit many, and marginalize others. Rigged advantage operates a whiteness inclusion-collusion that relies on two codependent strategies—white supremacy and anti-Blackness.

The solution: Address elements of dysfunction common to both rigged advantage and alcoholism. Apply 12 steps of known recovery principles to unshackle the past, promote U.S. security and global competitiveness, and eliminate race as a predictor of democracy's outcomes. *Twelve Steps for White America* maps a pathway to truth, reconciliation, and renewal forged in a crucible of national repentance, atonement, and redemption.

An anti-racist treatment plan for democracy that White Americans (and others colluding in whiteness) can use to dismantle white supremacy and anti-blackness.

About the Workbook

The workbook presents a user-friendly, graphic-rich toolkit that guides readers to learn each step and achieve each step's learning outcome.

Advanced Mastery Exercises challenge readers to practice fundamental change principles, counter ideological impermeability, discern the difference between an idealized and realized USA, quantify racial wealth inequality, dismantle the whiteness presumption of whereabouts authority (PWA) over Black Americans, recognize the power dynamics of interruption, practice loving kindness meditation, and implement a daily program of personal practice to consecrate liberty free from rigged advantage. *(Step Four is enriched by Christine Sleeter's specially created assessment that contextualizes family history.)*

a BOOK   **a** WORKBOOK   **BARNES &NOBLE** BOOK   **BARNES &NOBLE** WORKBOOK   YOUR FAVORITE LOCAL BOOKSELLER

William Watson

AUTHOR William Watson, Ed.D. first learned democracy watching his Mississippi parents risk their lives (and his) in the 1960s Civil Rights Movement. Defying odds set by poverty and alcoholism, Watson earned degrees in philosophy and comparative religion, anthropology, and counseling psychology before earning a social justice-focused doctorate from San Francisco State University and completing a *Presidential Fellowship for College Excellence* with The Aspen Institute's partnership with Stanford. After prototyping award-winning models of equity innovation in higher education for over 20 years, he founded Waterbrook, a USA democracy project inspired by MLK's *Beloved Community.* Waterbrook works for peace and prosperity through justice _then_ liberty for all. Responding to James Baldwin's call in *The Fire Next Time* for new standards for White Americans, Dr. Watson wrote *Twelve Steps for White America: for a United States of America*, a provocative and hopeful treatment plan for democracy that envisions our best days ahead.

For more information visit: **williamwatson.org** & **NALSpeakersBureau.org**

Christine Sleeter

CONTRIBUTOR Christine E. Sleeter, Ph.D. is Professor Emerita in the College of Education at California State University Monterey Bay. She is past President of the National Association for Multicultural Education, and past Vice President (Division K) of the American Educational Research Association. Her research focuses on anti-racist multicultural education, ethnic studies, teacher education, and critical family history. She has published over 150 articles and 24 books. Awards for her work include the American Educational Research Association *Social Justice in Education Award*, the Chapman University *Paulo Freire Education Project Social Justice Award*, Kappa Delta Pi *Laureate*, and the National Association for Multicultural Education *Exceptional Service Award*. Dr. Sleeter was inducted into the National Academy of Education in 2020. Her latest book (co-authored with Francesca Lopez) is her fourth book for the James Banks' Teachers College Press series on multicultural education, Critical Race Theory and its Critics: Implications for Teaching and Research.

For more information visit: **christinesleeter.org**