

NW Diversity Learning Series, Session 5 - Continuing Learning Opportunities

How can you bridge the demographic explosion and be more effective in building relationships with people different from yourself?

Choose one item from each section to focus on and practice in coming weeks.

Do Some Self Assessment

- How do you define power? What is the source of your power? How do you exercise your power when it comes to relating to people different from yourself?
- Assess your own privilege. Everyone enjoys privilege on some aspect—where do you enjoy your privilege?
- As a result of your privilege, what preferences do you have—who are you most comfortable with? What people do you prefer to be around? What people do you avoid? What people do you not have relationships with?
- Reflect on how your preferences might limit your outcomes, your effectiveness, your success. What might your preferences cause you to overlook or miss?

Continue Your Learning

- Read: The origins of privilege (an interview with Peggy McIntosh), by Joshua Rothman. The New Yorker. Posted May 12, 2014. Retrieved from:
<http://www.newyorker.com/books/page-turner/the-origins-of-privilege>
- Read: Building Strong Relationships Across Difference: Important Tips for Positive Cross-Cultural Communication
<http://www3.extension.umn.edu/sites/default/files/download/Building%20Strong%20Relationships%20across%20Difference.pdf>
- Read: Qualities of Authentic Relationships Across Difference by Karen Pace and Dionardo Pizaña. (2016). Michigan State University Extension and Pace 4 Change. Used with permission. This file is available as a PDF in the Resources section, www.i4sdi.org

Influence Change in your Organization

- If you believe you have good levels of trust with your diverse peers or diverse team, have a conversation about the quality of your relationships; what works, what doesn't, what is perceived as authentic and respectful, what would make your relationships better?
- Explore with your Learning and Development team the possibility of having a class on building relationships across difference. How could your organization encourage the development of these relational skills?
- Talk with people who share the same privilege as you do—explore how you might use your privilege in a positive way that might benefit others, especially those without that privilege.