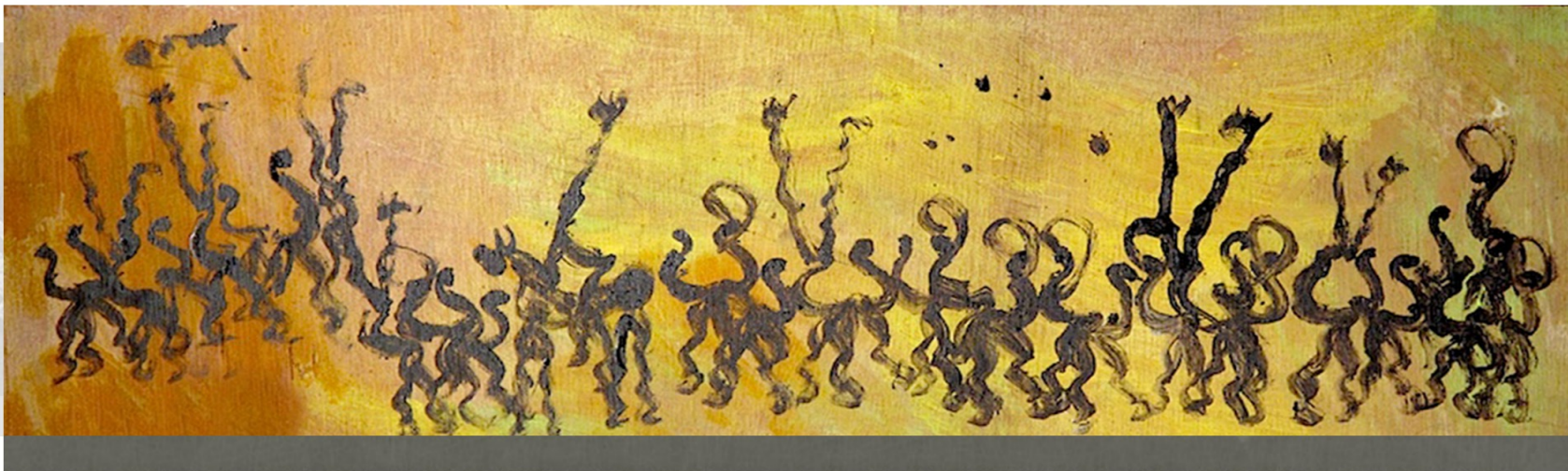


RICK HUNTLEY  
CONSULTING



**Power, Leadership & Change:  
A Deep Dive on Race**

[www.rickhuntleyconsulting.com](http://www.rickhuntleyconsulting.com)



# Guidelines for Learning Together

“I” Statements

Set judgement aside

Listen to understand

Stay aware of Intent; check for Impact

“Calling In”

Honor confidentiality



# My Role as Facilitator

- Maintain psychological safety
- Generate dialogue
- Slow our process down, as needed
- Real-time coaching
- Manage time



# Tracking

What do you see? What do you hear?

Describe by patterns of Group Identity

*Suspend judgement, Interpretation, or “Story-telling”*

Share (or make a mental note) Track



# Your Identity Group?







Power “just is”



ROMAN ELECTRIC



# Power

**Power is the ability to influence!**

**“Power is the ability to achieve a purpose; whether or not it is good or bad depends upon the purpose”---MLK, Jr.**



# Navigating Social Power

Dominant Group (DG)		Subordi(NATED) Group (SG)
Makes Rules SG is Judged By	C H	. Expected to Follow the Rules Set By DG
Unaware of Group (ness)	A N	Aware of Group (ness)
Viewed as Capable	G	Seen as Deficient
Focuses on Intent	E	Focuses on Impact





# Levels of (Human) System



# “Racism”

**Racism is** a system of oppression, which creates an ongoing and long-term reproduction of structures in society, supported by policies, practices, and procedures, which denies subordinated groups access to goods, services and opportunities.



# Bias + Power = “isms”

Individual + Group = Organizations



**White**

**Heterosexual**

**Physically  
&  
Cognitively  
Able**

**Christian**

**Man**

**Cisgender**

# Where's My Power?

How do I experience power as a member of this dominant group?

In what ways have I benefitted from the “reality” defined by this dominant group?

When am I aware of my dominant group membership?

In what ways might I unintentionally enable the the world as dominant group member to subordinate another group?