



Patterned Responses to Difference

Bias, Privilege, and Hate in a Diverse World

Live Virtual Workshop
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Nothing is intractable.



HSD Vision

People everywhere thrive because we see patterns clearly, seek to understand, and act with courage to transform turbulence and uncertainty into possibility for all.

HSD Simple Rules

- ▶ Stand in inquiry
 - ▷ Turn judgment into curiosity
 - ▷ Turn conflict into shared exploration
 - ▷ Turn defensiveness into self-reflection
 - ▷ Turn assumptions into questions
- ▶ Find the energy in difference
- ▶ Zoom in and zoom out
- ▶ Connect through stories and impacts
- ▶ Search for the true and useful
- ▶ Celebrate life



Today's Adaptive Action

- ▶ WHAT?
What creates the patterned response we call privilege?
- ▶ SO WHAT?
So what is possible if we pay attention to that pattern?
- ▶ NOW WHAT?
Now what will you do?
What will I do?
What will we do?





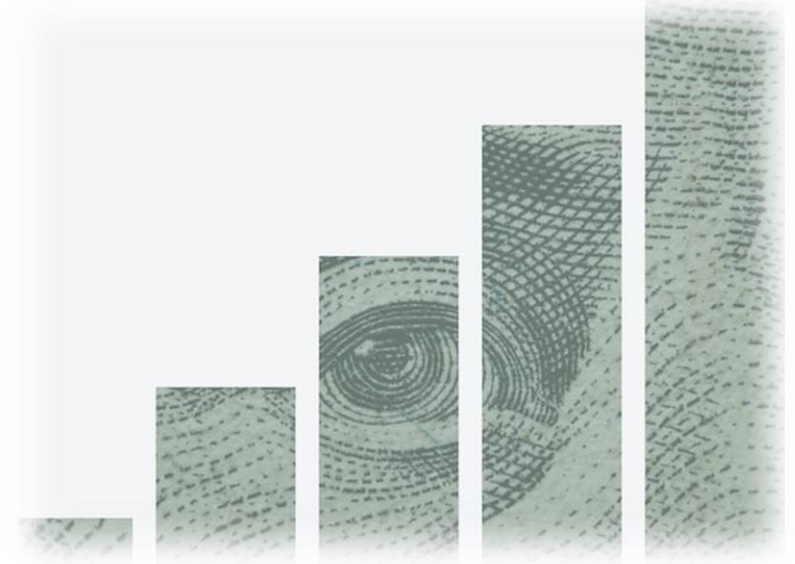
WHAT turns privilege into pattern?



Define Privilege

Privilege is broadly defined as

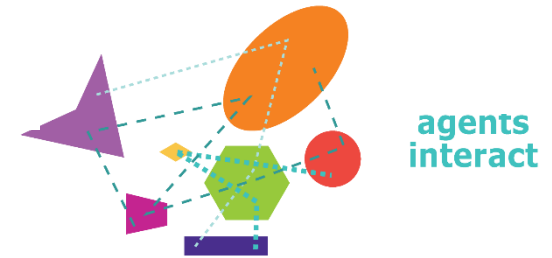
- ▶ The principle or condition of enjoying special rights or immunities
- ▶ Usually based on one's position, resources, and standing to take action to influence situations to their own benefit
- ▶ Over time, patterns of privilege become reified





Patterned Responses in a Complex Adaptive System

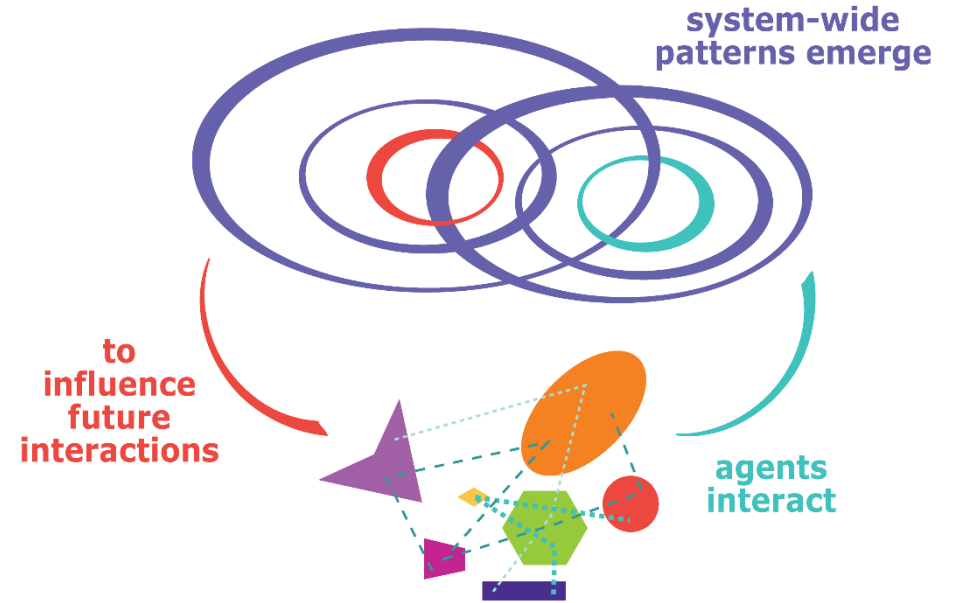
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Privilege Becomes Pattern

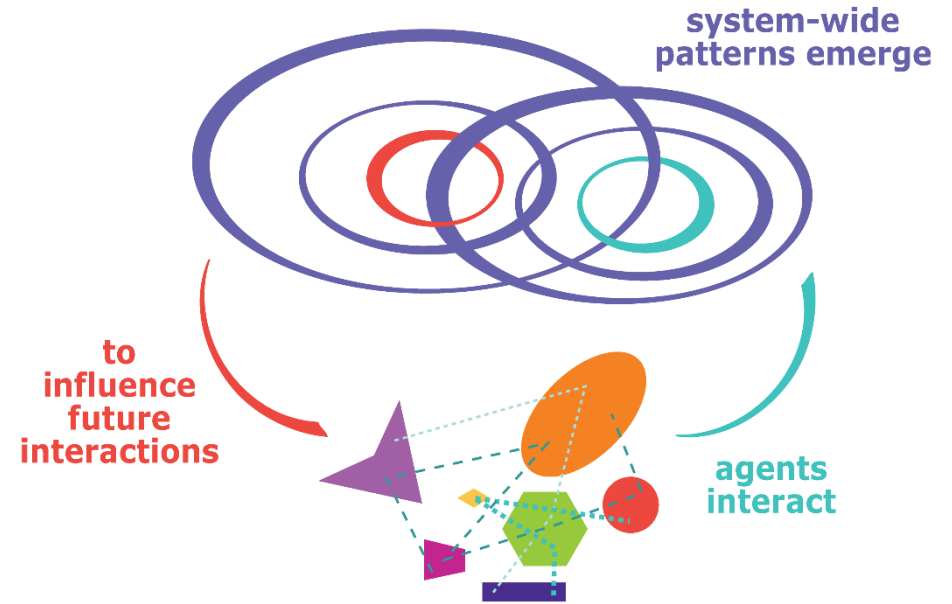
- ▶ cultural or societal scale





Privilege Becomes Pattern

- ▶ personal or interpersonal scale





WHAT does Personal Privilege Look Like?

parent

child





WHAT does Personal Privilege Look Like?

parent

child

boss

employee





WHAT does Personal Privilege Look Like?

parent

child

boss

employee

spiritual
leader

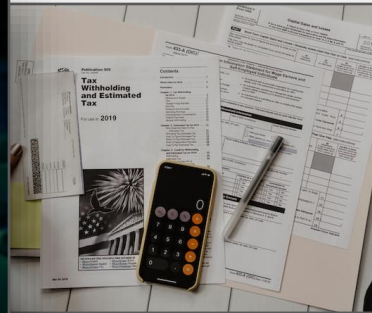
follower





WHAT does Personal Privilege Look Like?

parent	child
boss	employee
spiritual leader	follower
government agent	ordinary citizen

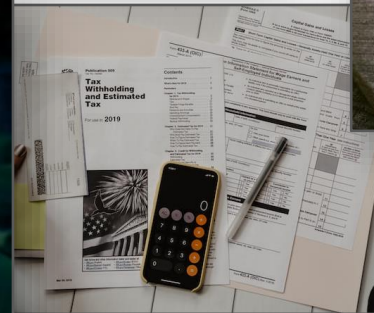




WHAT does Personal Privilege Look Like

When/where can you see your own bit of individual or personal power?

parent	child
boss	employee
spiritual leader	follower
government agent	ordinary citizen
teacher	student





**SO WHAT could shift
reified patterns of privilege?**



SO WHAT Shifts the Pattern?

**An invitation:
Consider that space of your
own bit of individual or
personal power as we talk
about the conditions that
shape patterned responses of
privilege.**

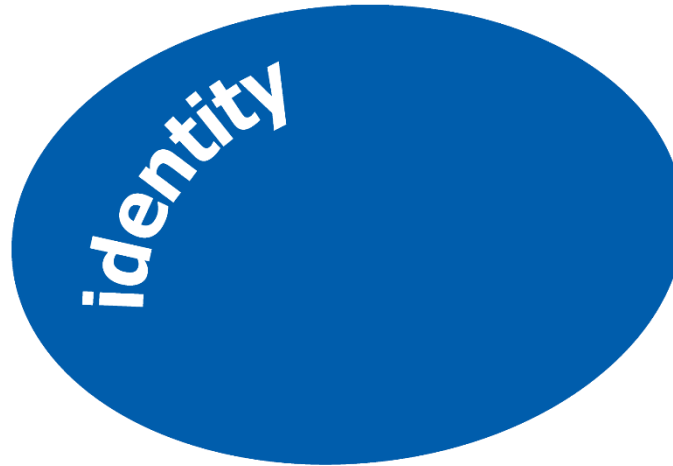




SO WHAT Changes the Conditions?

Share the “space” with others over common goals, aspirations, responsibilities.

Own your shared identity.



**An invitation:
What piece(s) of identity can
you share to balance your
privilege?**

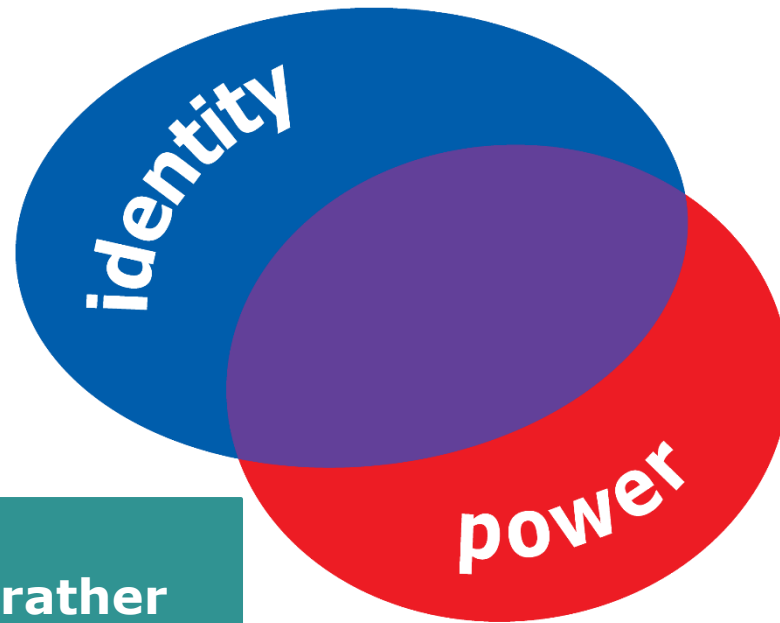


SO WHAT Changes the Conditions?

Allow others to influence you, and engage with them transparently, rather than coercing them to do what you want.

Stand in shared power.

**An invitation:
How can use influence, rather than coercion? How can you allow others to influence you?**



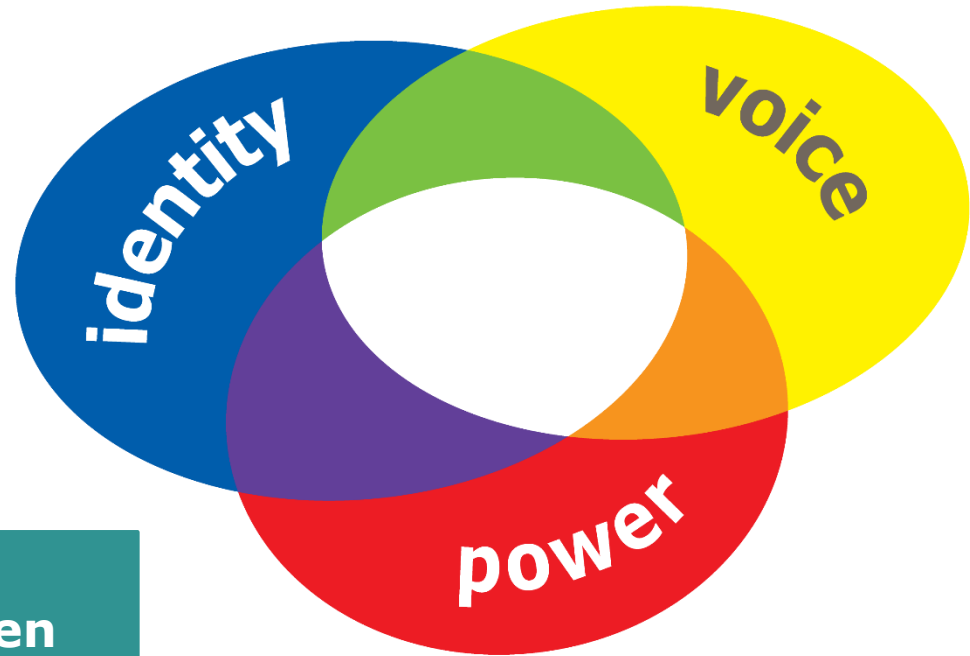


SO WHAT Changes the Conditions?

Strive to listen and hear, even as you speak and act with understanding and empathy.

Grant and generate voice.

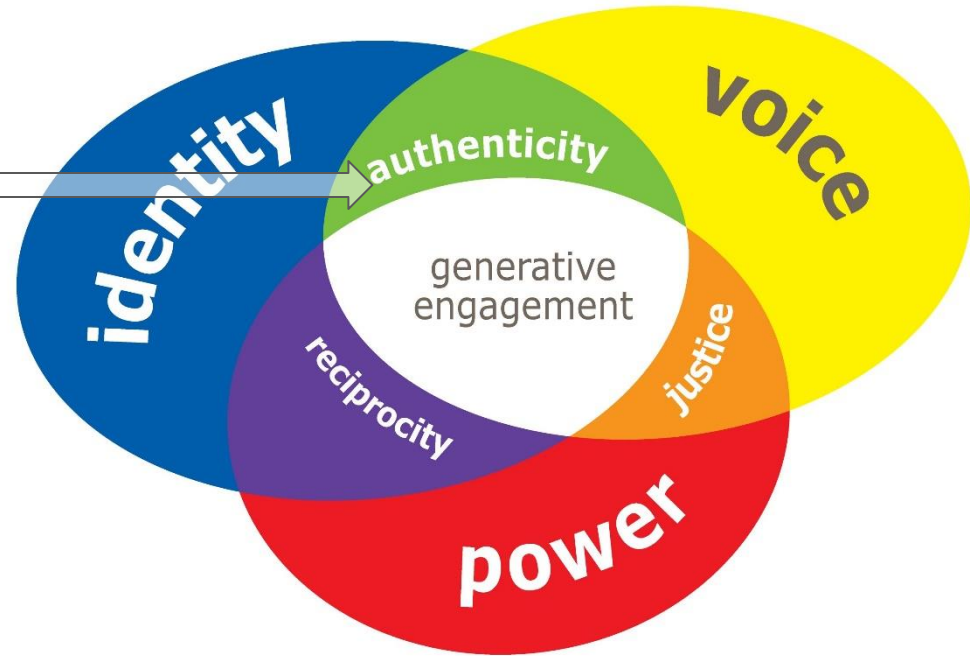
**An invitation:
What can you do to listen
deeply? To see and honor the
“personness” of the other?**





SO WHAT Changes the Conditions?

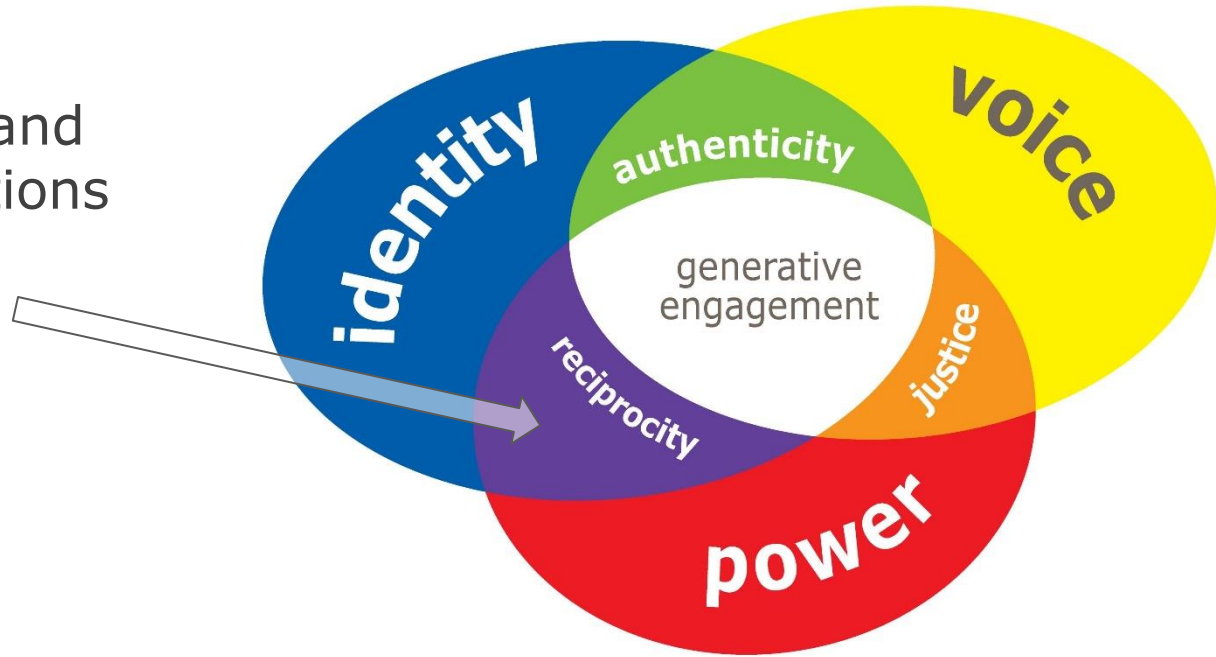
Shared identity as you grant and generate voice allows for more **authenticity** in your patterns.





SO WHAT Changes the Conditions?

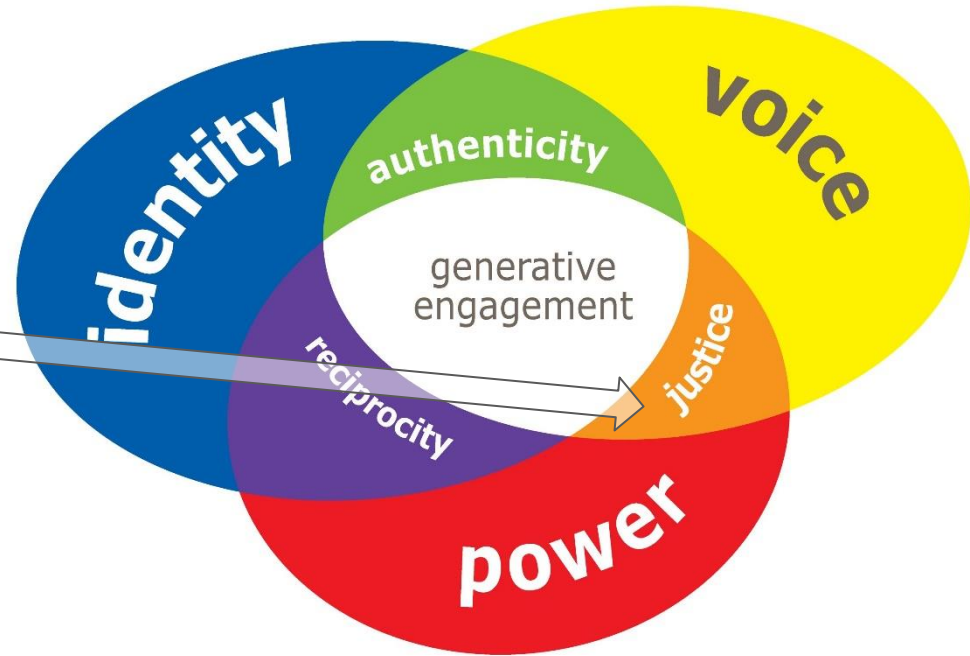
Shared identity and power set conditions for patterns of **reciprocity**.





SO WHAT Changes the Conditions?

Granting and generating voice as you share power generates patterns of justice.





SO WHAT Changes the Conditions?

An invitation:

**Where do these
patterns exist for you?**

**Who might say these
patterns exist for them
in relation to you?**

Are you sure?

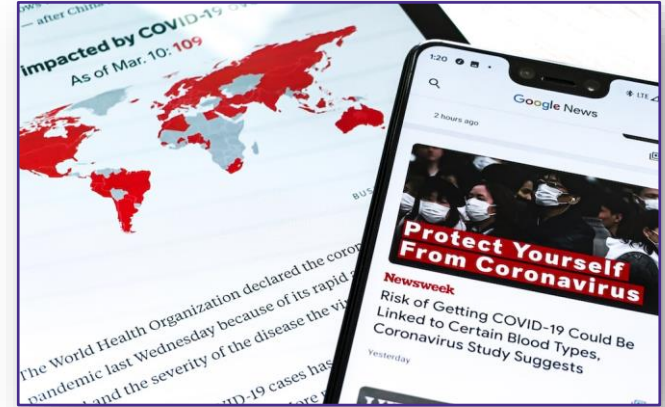




SO WHAT is Possible with Generative Engagement?

To shift Social/Cultural Privilege?

- ▶ How do policies, procedures and practices . . .
 - ▷ Invite and set conditions for shared identity across your system?
 - ▷ Allow individuals and groups to understand and influence decisions?
 - ▷ Grant voice to individuals and groups that allow you to speak into their listening?
- ▶ What can you do in your sphere of influence to shift social/cultural patterns of privilege?





SO WHAT is Possible with Generative Engagement?

To shift personal and interpersonal privilege?

- ▶ How do your personal interactions and engagements . . .
 - ▷ Help to establish a shared identity with others?
 - ▷ Give you the information you need to understand others' positions, even when you might disagree with them?
 - ▷ Grant voice to others and use your voice in ways that can be heard and understood—even when you don't agree?
- ▶ What can you do tomorrow to begin to form these habits of practice?





SO WHAT if These Practices Falter?

- ▶ Know that they will falter
- ▶ Remember you can't do someone else's work
- ▶ Use the 4 interdependent pairs of Inquiry
 - ▷ judgment – curiosity
 - ▷ disagreement – shared exploration
 - ▷ defensiveness – self-reflection
 - ▷ assumptions – questions
- ▶ Choose generative engagements



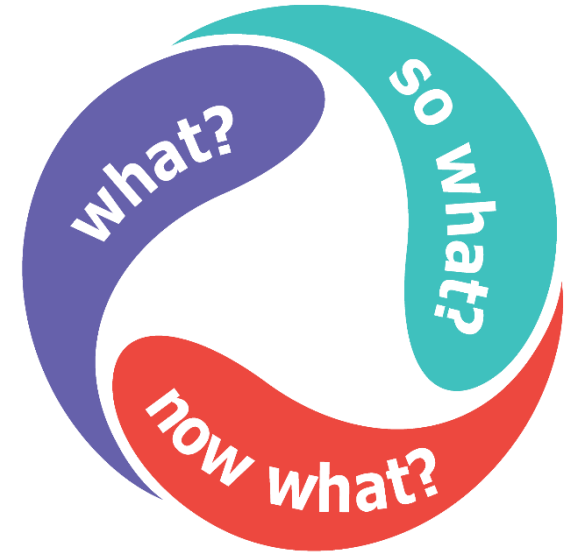


NOW WHAT will you do tomorrow?



Just do it!

- ▶ Choose just one space in your life where you recognize your personal privilege and want to create a more generative relationship.
- ▶ Create your own Adaptive Action:
 - ▷ What is the pattern you want to shift?
 - ▷ So what does that require of you, given what you know about generative engagement?
 - ▷ Now what's your first wise action?
 - ▷ Then what comes next?

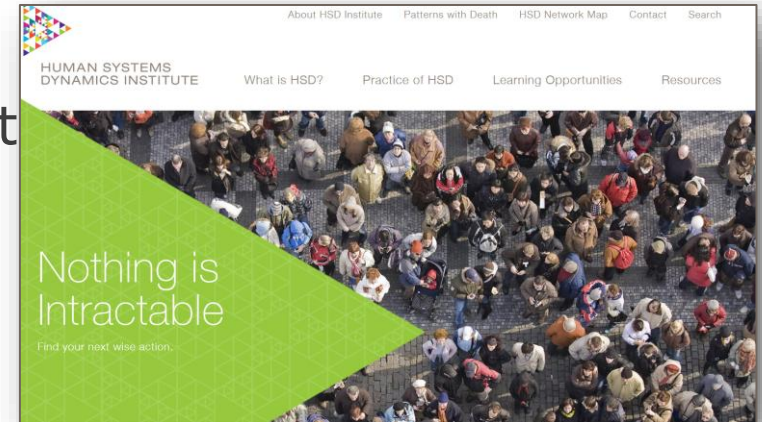




Want to learn more?

- ▶ Daily Power of Questions
- ▶ Free, monthly webinars
- ▶ Blog posts and event announcements
- ▶ Adaptive Action Labs
(2, 3-hour sessions on relevant topics)
- ▶ HSDP Certification
(on-line and face-to-face)
- ▶ Website with many resources
- ▶ Books and more!

www.hsdinstitute.org





Thanks!