



ACTO 2019 Annual Conference



The Human Tapestry
Challenge, Illuminate, Celebrate

The Human Tapestry: Challenge, Illuminate, Celebrate

Compass International
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Privileged Marginalization: A Coach Educator's Response

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*This 90-minute session
aims to:*

- Raise awareness about a common experience many of our students and clients have as they struggle with both privilege (and possible guilt) and marginalization (and possible anger);
- Clarify the impact of experiencing both societal privilege and marginalization - visible and invisible;
- Support educators and our student coaches to help clients confidently recognize and respond to both their privilege and marginalization in a healthy way.





DEFINITIONS

Privilege:

The set of advantages, favors, and benefits enjoyed by an individual or group beyond what is available to others. Privilege is often invisible to people who have it, with those in privilege often believing that they have earned their privileges or that anyone could enjoy them if they worked to earn them.

Marginalization:

The treatment of a person, group, or concept as insignificant or peripheral; the process whereby something or someone is relegated to an unimportant or powerless position within a society or group or pushed to the edge of a group.

Your Privileged Marginalization – Coaching Practice

1

Identify 2 or 3 of the sources of your privilege and 2 or 3 of the sources of your marginalization.

2

Paired Activity - Share with your partner:

- *Needs: What did you need in your moments of realization of your privilege or marginalization?*
- *Supports: What did others provide that was helpful? What did others provide that was not helpful?*

3

Answer with your partner or small group:

- *What similarities do you notice in your needs & supports?*
- *What surprised you? What inspired you?*

Privileged and Marginalized

- *What is the impact of unexamined privilege on our coaching and coach education and training? (How does it show up in our coaching and training?)*
- *What is the impact of marginalization on coaching and coach education and training?*





So what happens when you have both the experience of privilege and the experience of being marginalized?



What does this mean for us as coaches/coach educators?

- ◆ **How can we help our clients and students raise awareness of their privilege and marginalization?**
- ◆ **How do we need to be present? What do our clients/students need in moments of realization of privilege and marginalization?**
- ◆ **What powerful questions can we ask?**
- ◆ **What practices enable learning and effective action related to privilege and marginalization?**

Talking about Race: Ijeoma Oluo's Tips

- **State your intentions**
- **Do your research.**
- **When you feel defensive, ask yourself why.**
- **Ask yourself, Am I trying to be right or am I trying to do better?**
- **Do not tone police.**
- **Don't make your anti-racism points oppressive against other groups.**
- **Watch over-use of "I" and "me."**
- **Do not force the conversation.**



Source: *So you want to talk about race* by Ijeoma Oluo, 2018.

The Pain of Unexamined Privilege:

How do we help ourselves and others 'check our privilege?'

- Consider how the advantages you have had are contributing to your opinions and actions.
- Consider how the lack of disadvantages in certain areas is keeping you from fully understanding the struggle of others.
- Identify, confront, and change areas where you are personally perpetuating oppression or where you have the power and access to change oppressive systems.
- Be intolerant of microaggressions. Don't explain them away. Recognize their cumulative impact.

Adapted from: *So you want to talk about race* by Ijeoma Oluo, 2018.

The Pain of Marginalization & Oppression:

How do we respond as coaches?

- Do good coaching. Be present, clear, curious, direct. Ask powerful questions.
- Lead with love. Choose to return to love when fear shows up. Create a trusting relationship in which your client feels heard, supported, and empowered.
- Educate *yourself* on general and specific issues of oppression.
- Listen. Then listen more. Don't minimize or ignore client experiences.
- Encourage clients to find or create support networks. Since marginalization is both individual and systemic, client resources also need to extend beyond just one person.
- Move from what serves your client, not just from what makes you comfortable.
- Honor clients' different experiences. Be careful not to invalidate when you offer reframes.
- Bring your boldness and belief-focused models to take aim at internalized oppression.
- Exchange ideas with other coaches about how to integrate social identities into your coaching to continue your development as a coach.

The Pain of Marginalization & Oppression: How do we respond as coach educators?

- Go public with your clear stand against oppression.
- Regularly review your coaching and your program, looking for isms and assumptions. Who attends your program? Who comes to you for coaching? Who doesn't?
- Disallow derogatory language, stereotype-driven comments, exclusionary exercises, and decisions.
- Include curriculum content deliberately focused on diversity and inclusion in coaching.
- Ensure your staff and faculty are diverse.
- Be proactive. Take a leading role in the profession to ensure coaching is a welcoming, inclusive and equitable profession.

PRIVILEGE AND MARGINALIZATION: GUIDELINES FOR COACHES & COACH EDUCATORS



- Use inclusive language, images, and exercises. (Pay attention to pronouns, quotations, photos, movement activities, + + +.)
- **Make your respect and your welcome overt and obvious.**
- Consider how you/your faculty have been shaped, how your experiences of privilege and marginalization are helping you see and blinding you. Confront your isms.
- **Recognize the many dimensions of your learners, the rich mix of experience, background, thinking, emotions. While recognizing social and cultural identities that may be present, avoid oversimplified explanations.**
- Get clear about the roles you and your staff choose to play: coach, educator, advocate, expert, consultant, administrator...
- **Be a learner yourself. Invite perspectives, engage humility and dignity, apologize and make restitution when needed, ask a lot of questions.**



COACHING PRACTICE: PRIVILEGE AND MARGINALIZATION

- ◆ **Get back with your coach-partner.**
- ◆ **Choose one approach or even one question that you think will help you deepen your awareness or action relating to privilege and marginalization.**
- ◆ **Ask your partner to use that approach/question with you.**
- ◆ **2 Coaching Rounds**



Privilege and Marginalization in Coaching

What did you learn about yourself?

What did you learn about coaching and coach training approaches?

Free Gift!

- **Coaching Best Practices Report**
- **Let us know by June 21, 2019 by:**
 - Filling out form OR
 - Emailing us
- Also, let us know if you want more information about Karen's speaking engagements or about mentor coaching to support your learning in how to work with diversity, equity, and inclusion in coaching.





Thank you!

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