

Coaching from a Position of Privilege

The Human Tapestry

Challenge

Illuminate

Celebrate

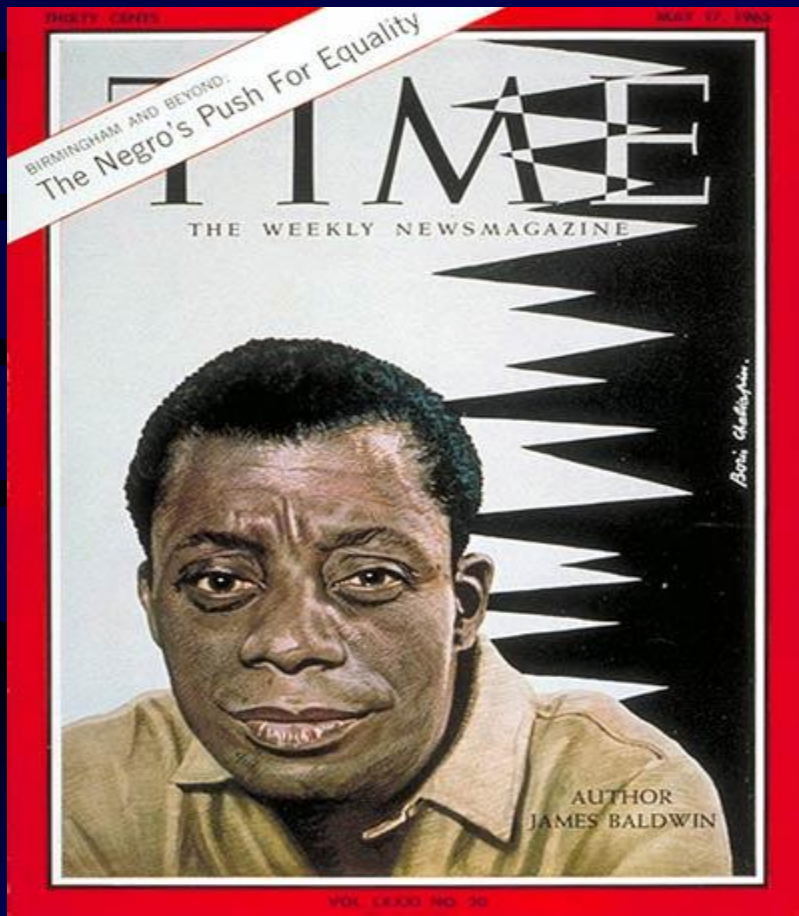
Lee N Coffee, Jr

Objectives

- Discuss dimensions of privilege to consider during Coach-Trainee interactions
- Discuss how privilege can influence coaching presence
- Examine strategies to alleviate privilege during coach training sessions

Ground Rules

- Listen to each other for understanding...not agreement
- Share the “air time” with others
- Speak for self – use “I” messages
- Use open and honest dialogue
- Expect unfinished business
- Have fun



“Not everything that is faced can be changed; but nothing can be changed until it is faced”

~James Baldwin~



The Talk

Parental Advice



Source: Steve Sack Star Tribune, July 16, 2013



Source: Rob Rogers, 2013 Pittsburg Post Gazette

Privilege

- Privilege = A special advantage or authority possessed by a particular group
- Power – The capacity or ability to direct or influence the behavior of others.
- Prestige – Respect or regard in the eyes of others



The
miniature
Earth

Self-Reflection



AP Associated Press AP - Tue Aug 30, 11:31 AM ET

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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3:47 AM ET

Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana. (AFP/Getty Images/Chris Graythen)

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• Katrina's Effects, at a Glance AP - Tue Aug 30, 1:26 PM ET

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Cultural Humility

- A lifelong process of self-reflection and self-critique.
- Remove power imbalances where they should not occur
- Be an ally for those in need

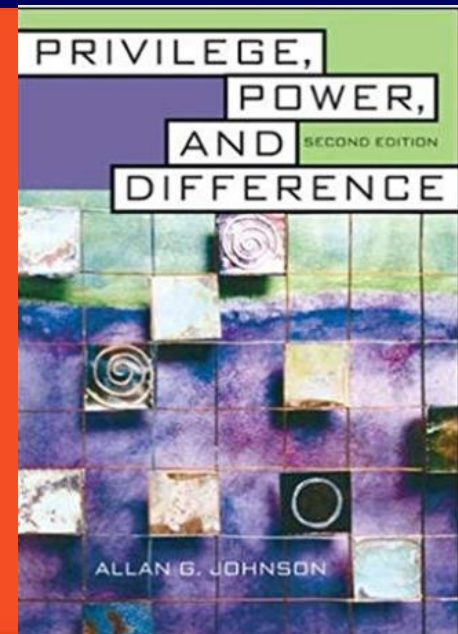
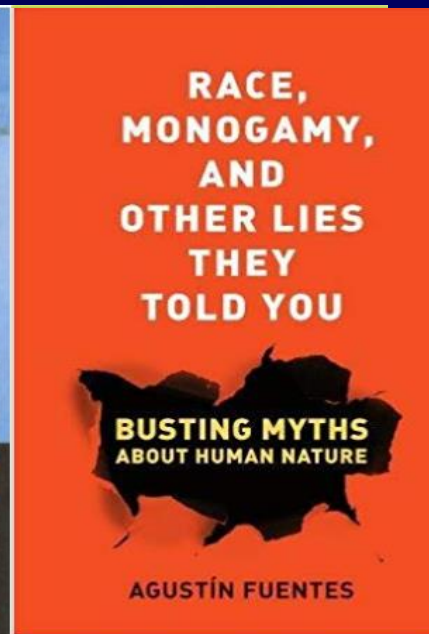
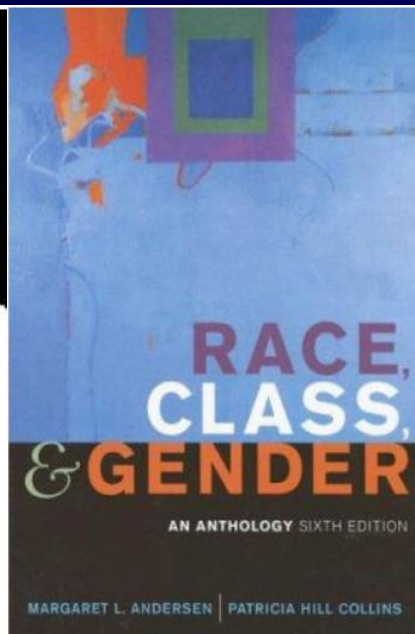
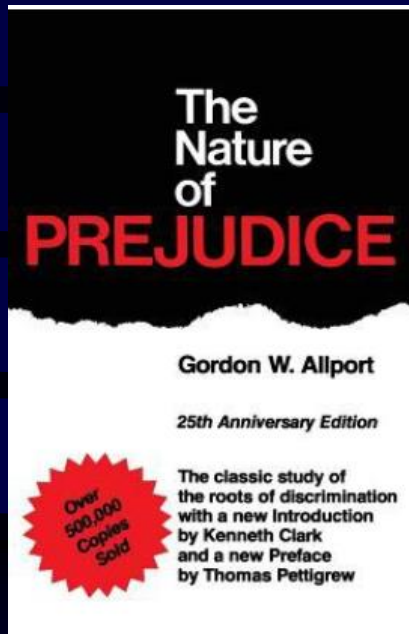
Source: J. Murray-Garcia, PhD, & M. Tervalon, MD, *Journal of Health Care for the Poor and Underserved*, 1998

As A Coach Trainer...

- ❖ Where am I stuck in my development?
- ❖ What can I do to improve relationships during my coach-trainee interactions?
- ❖ When should I create psychological safety for underrepresented members in my programs?
- ❖ What privileges show up when training coachees? When should I address this?
- ❖ Will demonstrating “cultural humility” improve my role as a coach-trainer
- ❖ What is my calling at this stage of my life?



Reading Resources



Hidden Rules Among Class

	POVERTY	MIDDLE CLASS	WEALTH
POSSESSIONS	People	Things	One-of-a-kind objects, legacies, pedigrees.
MONEY	To be used, spent.	To be managed.	To be conserved, invested.
PERSONALITY	Is for entertainment. Sense of humor is highly valued.	If for acquisition and stability. Achievement is highly valued.	Is for connections. Financial, political, social connections are highly valued.
SOCIAL EMPHASIS	Social inclusion of people he/she likes.	Emphasis is on self-governance and self-sufficiency.	Emphasis is on social exclusion.
FOOD	Key question: Did you have enough? Quantity important.	Key question: Did you like it? Quality important.	Key question: Was it presented well? Presentation important.
CLOTHING	Clothing valued for individual style and expression of personality.	Clothing valued for its quality and acceptance into norm of middle class. Label important.	Clothing valued for its artistic sense and expression. Designer important.
TIME	Present most important. Decisions made for moment based on feelings or survival.	Future most important. Decisions made against future ramifications.	Traditions and history most important. Decisions made partially on basis of tradition and decorum.
EDUCATION	Valued and revered as abstract but not as reality	Crucial for climbing success ladder and making money.	Necessary tradition for making and maintaining connections.
DESTINY	Believes in fate. Cannot do much to mitigate chance.	Believes in choice. Can change future with good choices now.	Noblesse oblige. ('Nobility Obliges')
LANGUAGE	Casual register. Language is about survival.	Formal register. Language is about negotiation.	Formal register. Language is about networking.
FAMILY STRUCTURE	Tends to be matriarchal.	Tends to be patriarchal.	Depends on who has money.
WORLD VIEW	Sees world in terms of local setting.	Sees world in terms of national setting.	See world in terms of international view.
LOVE	Love and acceptance conditional, based upon whether individual is liked.	Love and acceptance conditional and based largely upon achievement.	Love and acceptance conditional and related to social standing and connections.
DRIVING FORCES	Survival, relationships, entertainment.	Work, achievement.	Financial, political, social connections.
HUMOR	About people and sex.	About situations.	About social faux pas.

Cross-Cultural Communication

- People communicate with one another when they come to share the same understanding about what something means
 - 65% Body Language
 - 15% Symbolic
 - 20% Verbal Communication

Intent vs Impact

Positive Intent



Clueless



Negative Impact



Members of influential groups are often unaware of the experiences of members of attendant groups. [This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)



Some Things You Can Say...

- Assume Good Intent/Explain Impact
- Say “OUCH!”
- Ask a question
- Broaden to Universal Behavior
- Seek Contradictions
- Make it Individual

Remember We All Have Needs...

- Personal

Treated with dignity and respect

Listened to and understood

Involved in a meaningful way

Trusted and valued

Supported

- Practical

Accomplish the task

Solve a problem

Gain commitment from team members

Get information or ideas

Act on a situation

Catalyst for Change

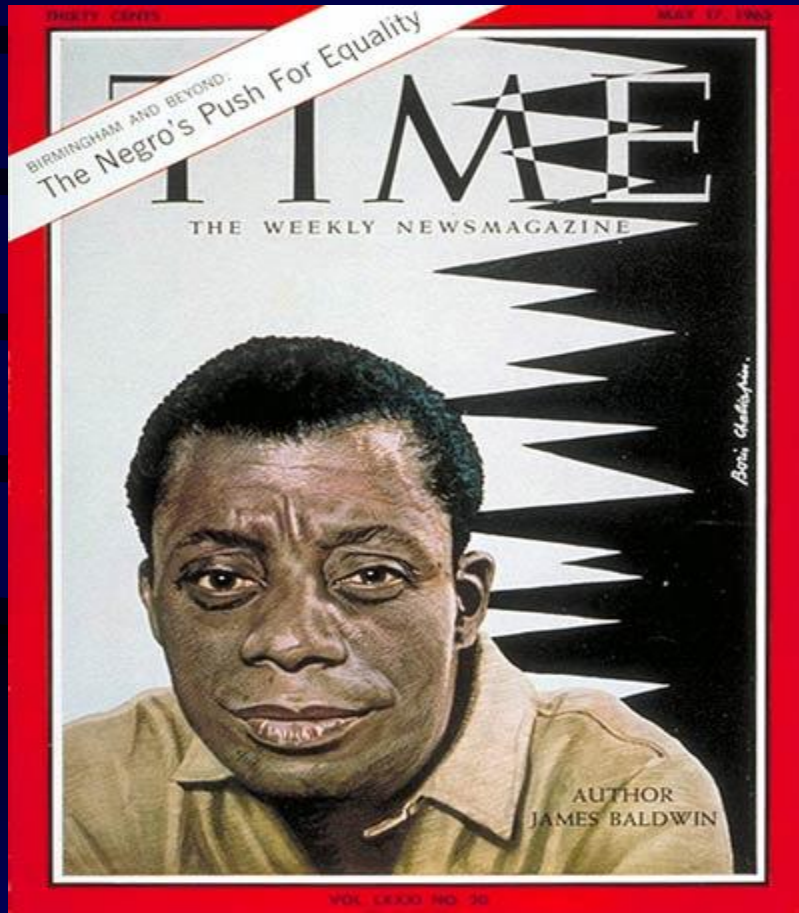
✓ What should I start doing?

✓ What competency might be compromised by privilege during coach-trainee sessions?

✓ What's working well that I should continue doing?

Strategies to Address Privilege

- Self Awareness
- Be a lifelong learner
- Acknowledgement
- Empathy
- Advocate



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Questions

