

Video Transcript: Impact with Integrity - Module 1, Lesson 3

Hey, welcome back. All right! We're onto the next lesson now. So, and I really appreciate the attention that you're putting into facing into your challenges. This is going to pay off big time in the work ahead, and I know it's not easy. These are things that perhaps you've been avoiding for days, weeks, months, years. And so, just take a moment and appreciate yourself for being willing to face this at all. It is only in facing it that you can make a new choice and introduce something different in the world. And we're going to teach you how to do that from a place of integrity and wholeness, so that you're not repeating the cycles and just making it worse. So, congratulations on making it this far and we're going to take it even bigger, all right? So, you've done your acorn, your first pass. You've looked at your organizational dynamics. Now, we're going to ask you to look into the broader societal dynamics. The best proxy I've found for being able to do this is Tema Okun's article on white supremacy culture. I know some of you are saying, "Whoa, wait a minute. White supremacy culture. That's not me, timeout. That's not what I do. I feel uncomfortable talking about this even. I'm not a racist." And, and I just, I wanna just ask you to breathe. Let's take a deep breath together.

Take a deep breath. I'm not calling...I'm not saying anything about that, but I do think that Tema Okun's article on white supremacy culture is one of the most important things for you to read as a change agent. And this is why: is Tema has worked for decades on anti-racism work in the United States. And she's able to pinpoint very concisely organizational dynamics that didn't just come out of nowhere. That they were born and supported and reinforced by white supremacy culture--that's the broader culture.

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And, she's spot on, right? These dynamics that Tema talks about and puts her finger on like paternalism, or fear of open conflict, or perfectionism, or power hoarding. These are things that I know you've seen. And, and if we don't face into these as well, then we're just kind of playing small, right? And what I want to help you do in reading this article by Tema Okun, is begin to ask yourself, Oh, maybe it's not just my organization.

Maybe we're just part of this broader culture, that's, that's one of extraction and oppression. And maybe we can make changes with, within ourselves as change leaders, and within our organizational structures where we do have some control that will, and certainly some influence, that can have ripple effects out where we're creating a more liberatory workplace. This isn't a whole DEI training or anything like that. I just think it would be...we would be remiss not to connect these dots further into the thing that's holding you back. The thing that's holding your team back is the thing that's holding all of us back. Right? So, so to be able to make a through-line from your own acorn, to your organizational challenges, to some broader cultural contexts, I think is part of what I'm asking you to do here. So, I also want to invite you to do this with a space of real curiosity and like, Oh, wow, am I part of that? Am I participating in that in any way? Am I perpetuating that in any way. And, not to make yourself wrong or bad, but just in the spirit of curiosity, because once you face into that, again, you can choose something different. So with that, I want to set you loose on Tema Okun's article.

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And, I want to ask you to download the Fully Facing Checklist and print it out. And, then do that as you go and start to fill in what exactly are the most toxic organizational and cultural dynamics that are holding you back from making the big change that you want to make in the world. Okay. Then we'll do another pass. Like, okay, now what's your acorn? That's the final lesson. Okay. So, thank you for bearing with me in this. I hope you'll enjoy this reading and read it many times and highlight it and share it with others. It's that important.

And I'll see you in the next lesson!