



Developing Authentic Relationships across Differences

Trust, Sustainability and Shared Power

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Central to authentic relationships across differences are discussions related to trust, sustainability and shared power. Within each of these discussions is the need to define, redefine and consciously and consistently dig deeper into how each of these notions become realized and nurtured within our authentic relationships across differences.

Why might the target group individual that I am interested in developing an authentic relationship with desire to be involved with me?

What are my motives for wanting to be involved in this relationship? Are these motives foundational principles to building trust or are they obstacles?

What history of involvement do I have with the individual from the target group? What obstacles or opportunities does this history present to the relationship?

What personal reflection work must I continually do to understand my privileges, my assumptions and prejudgments and other potential barriers to building trust as I work to develop an authentic relationship across difference?

When interacting with individuals who are culturally different from me, what reactions or internal messages do I receive that trigger defensiveness or denial on my part? What do I need to do for myself to work through these reactions to build and maintain a trusting relationship?

What characteristics and systems of mutual accountability will need to be a part of our relationship in order for there to be sustainability in our relationship?

What will I need to sustain the relationship when the relationship becomes internally or externally difficult?

What personal or dominant group characteristic must I examine that can be obstacles to sustainability? Do I need to be aware of issues related to control? Do I need to be aware of issues related to a well intentioned “savior mentality” where my thoughts are centered on having all the right solutions and approaches to an issue and coming in to rescue the excluded group individual?

What do I need to be concerned about related to the tendency to operate from a monocultural perspective/approach as to how a relationship should be developed or sustained?

What are components of shared power that are important to me?

What am I willing to investigate and redefine in order to build a collective vision toward shared power in my authentic relationship across differences?

What are the obstacles toward realizing my individual or our collective vision of shared power?

How will I know that I have built a foundation that would support shared power in my authentic relationship across difference?
