

Building Authentic Relationships Across Difference
Allies for Change
www.alliesforchange.org

Four Barriers to Authentic Relationships Across Difference

1. Refusal to acknowledge privilege and power imbalances
2. Bringing unresolved, unhealed experiences from other encounters into this present relationship
3. Fear of conflict, tension, and the expression of anger
4. The culture of "niceness"

Eight Commitments Needed to Build Authentic Relationships Across Differences

A willingness to:

1. Do my own work around my places of privilege
2. Engage in a healing process around my target group experiences
3. Be comfortable with unfinished conversations
4. Listen deeply to each other's stories
5. Hear the anger and frustration of target group members without taking it personally
6. Be aware of the impact of my words and actions and not only my intentions
7. Allow others to change (not freeze people in time)
8. Hold both the pain and the joy that comes in these relationships