



Right Use of Power™ Institute

Statement on Right Uses of Power for Racial Justice

The Right Use of Power Institute (RUPI) of Boulder, Colorado, USA envisions a world in which people use their power with wisdom, compassion, and skill. Our organizational mission is to foster shared well-being through programs, tools, and resources that guide individuals in understanding and using their power with integrity.

Given our mission, we, the members of the RUPI Board of Directors wish to make a public statement about our response to the active racial-justice movement now under way in many countries. As partially the result of colonial and imperialistic attitudes, abuses, and misuses of power by the white race over time have led to entrenched systemic racism toward people of color. We recognize that white people have status privileges, often taken for granted and unconsciously held. We recognize that white people must learn to use the power of their status with wisdom, skill, strength, and compassion. In helping to effect this transformation, we intend to challenge and change attitudes and systems that continue to oppress black, brown, and native peoples throughout the world, beginning with those in ourselves. We actively stand with the Black Lives Matter movement. We care.

Here is what the Right Use of Power Institute Board is currently doing to support right uses of power for racial justice:

- Our white-identified board members are undertaking an internal assessment to examine and improve their uses of power as board members with each other and in the world, including the exploration of internalized racism.
- As part of recognizing status power as an important part of systemic racism, we are integrating considerations of status power as a core component into all our training programs by October 2020.
- We are devoting the July 2020 *Power with Heart News* to a collection of resources for racial-justice work.
- Perhaps most importantly, we are currently in listening mode, cultivating our humility, and engaging with our grief and discomfort, in order to understand what we don't yet understand. We are connecting with leaders in the racial-justice movement locally, nationally, and internationally to explore how we can be better allies on this critical journey of equity and justice. Our intention is to integrate our new understandings about racial justice continually into what we do and how we do it.

Being an ally is about more than writing statements full of nice-sounding words. It's about holding space for marginalized voices, listening to them, and most importantly, acting with compassion and skill to ensure that our impacts align with our best intentions.

Adopted unanimously by the Right Use of Power Board of Directors on July 20, 2020