

# Uprooting Dominant Cultural Patterns

## RSJI Culture Change Program



Join us in exploring different ways of thinking about our work culture—and interacting in it. These **NEW CULTURAL CONCEPTS** serve to counteract characteristics and **CULTURAL PATTERNS** of the typical work culture.

These patterns, which develop over time, form the **DOMINANT WORK CULTURE**. The dominance of the culture enables it to establish the unspoken norms, standards, focuses and processes that drive the organization. It determines who is **SUCCESSFUL** and who is considered to add **VALUE**.

Increasing awareness and understanding of these cultural patterns will, we hope, lead to greater **INCLUSION** and **EQUITY**, resulting in a more **INTENTIONAL**, **EFFECTIVE** and **PRODUCTIVE WORKPLACE** and **WORK FORCE**. Plan outcomes rely on the capacity of all staff, including those who have been a part of the dominant culture, to step out of their own experience to see how cultural characteristics, patterns and dynamics shape **INTERACTIONS** and **OUTCOMES**.

Some people refer to the dominant work culture as white supremacy culture given that white people have typically held the power and position to set the work culture. Whatever terminology is used, we hope you will **ENGAGE WITH US** in this **LEARNING EXPERIENCE** to make our work culture even **BETTER** and your role in it more **FULFILLING!**

Our **GOAL** is to raise awareness within the department of new cultural concepts, perspectives and ways of interacting in order to influence the characteristics and cultural patterns of the dominant work culture at Seattle Center.



We want to take this period to introduce **NEW CONCEPTS** that could change how we all perceive our work and interactions at Seattle Center. It is a time when cultural change is happening in the world. Why not join in the **TRANSFORMATION?**

The monthly themes should be **EASY TO DIGEST** in a way that builds understanding and sparks thought and conversation. We hope you'll enjoy the **MIX OF INFORMATION FLOW**, from written fact sheets, articles, online games and questionnaires to video presentations, online chats and other tactics the team devises.

This is intended to be a **SAFE AND EQUITABLE SPACE** for discussing cultural factors important to Seattle Center's future. Uprooting Dominant Cultures also supports the **SEATTLE CENTER STRATEGIC BUSINESS PLAN** by creating more opportunities for staff to gain organizational experience alongside leaders and executives.

### **TIMELINE & THEMES** green = new concept red = dominant culture characteristic

- MONTH 1** **Appreciation, experimentation and learning** **VERSUS** perfectionism
- MONTH 2** **Spaciousness, flexibility and planning** **V** sense of urgency / progress is bigger, more
- MONTH 3** **Open-heartedness, receptivity, relaxed acceptance** **V** defensiveness
- MONTH 4** **Authentic process and values alignment** **V** power hoarding
- MONTH 5** **Multiplicity of wisdoms and realities** **V** either/or thinking, objectivity / worship of the written word
- MONTH 6** **Transparency and shared leadership** **V** paternalism
- MONTH 7** **Going slow to go deep** **V** quantity over quality
- MONTH 8** **Respect for real talk and resilience through conflict** **V** fear of conflict
- MONTH 9** **Cooperation and strength through trust in the collective** **V** individualism
- MONTH 10** **Leaning into discomfort and healthy agitation** **V** right to comfort