

# New Detroit Leadership Summit on Race

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**Daily Report**



## **The Race Doctor is in...**

An interview with Dr. David Campt, Lead Facilitator

Question: What makes New Detroit, Inc. different from other groups doing race relations work?

Many people decry conversations about race that don't include all races and all classes and while I do think that we need to strive for more inclusion and critically analyze who is in the conversation and who isn't – and how that impacts what issues are raised. However it is also true that there's a value in leaders talking to other leaders, there is value in creating a space for leaders to ask themselves hard questions about how effectively they are using their institutional clout to create progress on racial equity that they all say they want. New Detroit's approach is in that niche and that's an important niche.

Question: What does your consulting group offer that others don't – what do you think you that you bring to events like this that is specific to your style and experience as a dialogue facilitator

I think that there's a combination of factors that are at play, my team has a high level of deep understanding of both the social and psychological structures that keep us racially stuck. So that knowledge is one thing, but also people on the team have a very sophisticated understanding of group process and people can connect the dynamics that happen in a small group where ultimately all learning takes place and they can connect that to larger processes which are ultimately about building community. What people can learn in a small group – people stay on a path towards growth because they are connected to other people and have some broader sense of community that sustains their behavior change. The team is comprised of people who know both ends of that and I think that most teams don't have that – most teams have people who are group process specialists who don't know diversity or are diversity folk who don't necessarily think about large systems that are constructed so that many people are experiencing something transformative.

People on my team were very big hearted and a lot of fun, I ultimately think that both of those things contribute to people's willingness to put on an extra level of effort because they are not only dedicated to the work and are enjoying each other. So that is also an important attribute of the team.

Question: With half a day left to go what are the measures that will determine success?

People's self-perceived level of learning, self-perceived sense that the process was energized and motivating and people's reporting that they left with a higher level of connectedness to allies or people who could be potential factors – all critical factors in success.



*... positively impacting the issues and policies that ensure economic and social equity.*