

ICF CONVERGE

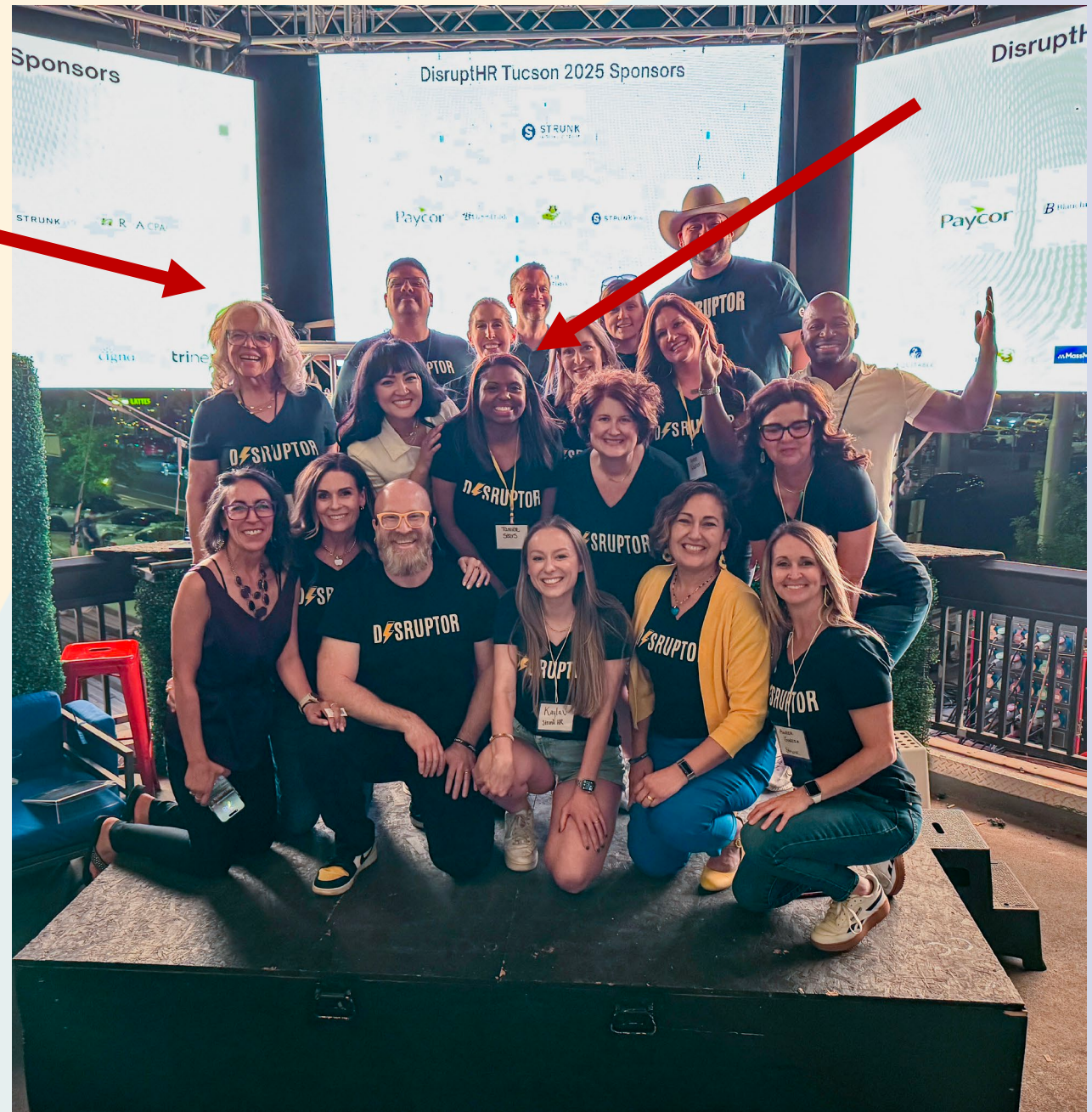
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Moving Beyond Limiting Beliefs to Coach Clients Through Discrimination and Institutional Betrayal

Tamica Sears

**Are You The
Coach Your
Client Needs?**



Facing The Truth

- Workplace discrimination and harassment happens
- It happens ALL THE TIME
- Pretending that it doesn't happen is harmful
- In the U.S. alone, 61% of workers have experienced or witnessed discrimination based on age, race, gender, or sexual orientation.

Reflection Question

HOW COMFORTABLE ARE YOU NAMING
SYSTEMIC HARM IN COACHING
CONVERSATIONS WITHOUT CENTERING GUILT
OR DEFENSIVENESS?



Institutional Betrayal

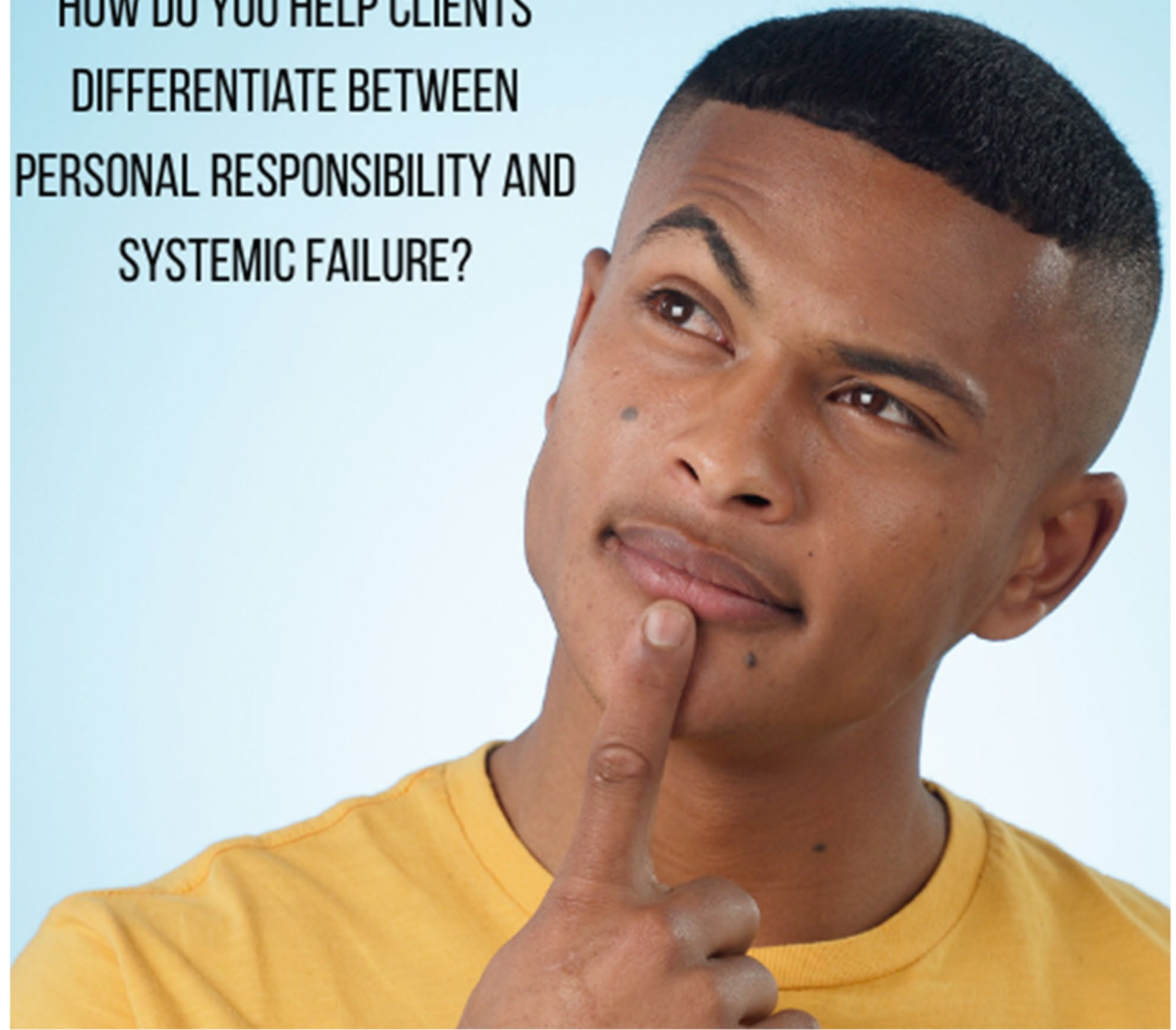
- A 2023 study by Smidt, Adams-Clark & Freyd (in PLOS ONE) found that 55% of people who experienced workplace sexual harassment also experienced institutional betrayal.
- For coaches, understanding institutional betrayal is critical to avoiding harm.

What It Looks like

- In recruiting - Job descriptions, screening, interviews
- Compensation - Salary, bonus opportunity, promotions
- Job Security - Parental leave, work hours
- Career Advancement - Training opportunities, job assignments
- Exiting Organizations – Layoffs, furloughs

Reflection Question

HOW DO YOU HELP CLIENTS
DIFFERENTIATE BETWEEN
PERSONAL RESPONSIBILITY AND
SYSTEMIC FAILURE?



What Can We Do About It?

- Understand discrimination and institutional betrayal
- Keep our clients safe
- Protect their peace
- Provide possibilities

It's NOT About Mindset

- Racism isn't a limiting belief
- Ageism doesn't go away with a mindset shift
- Positive thinking won't erase a manager's homophobia
- Coaches must stop gaslighting

Reflection Question

WHERE MIGHT YOU
UNINTENTIONALLY LEAN ON
MINDSET-ONLY FRAMEWORKS
THAT MINIMIZE INSTITUTIONAL
REALITIES?



The REAL Framework



The REAL Framework



The REAL Framework

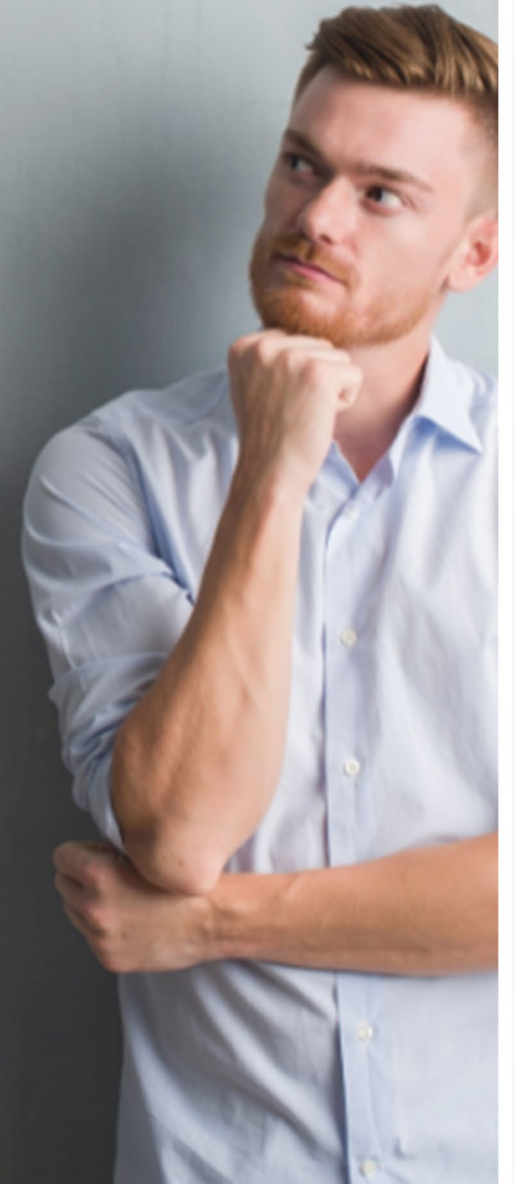


The REAL Framework



Reflection Question

HOW ARE YOU INTEGRATING
THE ICF CORE COMPETENCIES
TO CREATE SAFETY, EVOKE
AWARENESS, AND FACILITATE
AUTHENTIC GROWTH IN
CONTEXTS OF SYSTEMIC
OPPRESSION?



Know Your Resources

- Know when to refer out
- Diversify your coach friends list
- Get an understanding of discrimination and harassment laws
- Familiarize yourself with company policies



Any questions?

THANK YOU!



Give feedback to Tamica

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