Welcome! We’ll get started a few minutes after start time. You’ll need something to write on + with.
Protocols We Invite You To Try Today

1. **Notice + Name / Be Clear**
2. **Practice Self-Determination**
3. **Reactions Will Arise, Choose Your Responses**
4. **Assume Adults Are Doing What They Need to Do to Be Present**
5. **Allow Each Individual to Experience Their Experience**
6. **We Will Hold The Space Today**
What are you coming in with today?
**Today’s Plan**

<table>
<thead>
<tr>
<th>TODAY</th>
<th>NOT TODAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Layer <strong>Power</strong> on to Everything Thus Far: <em>Culture, Identity, Bridging, Bias</em></td>
<td>Not a Frame of Power as Naughty/Bad</td>
</tr>
<tr>
<td><strong>Deepen Our Understanding</strong> of the Complexities of Power at Work</td>
<td>Not Power “Over”</td>
</tr>
<tr>
<td><strong>Connect Self-Awareness</strong> to Your Work Around Power</td>
<td>Not Power as Static or Scarce</td>
</tr>
<tr>
<td>Navigating Power in <strong>Fluid Contexts</strong></td>
<td>Not Power as Have or Have Not</td>
</tr>
<tr>
<td><strong>+ Committing to personal and professional goals</strong> in our unique contexts</td>
<td></td>
</tr>
</tbody>
</table>
CULTURE + IDENTITY

- Patterns of behavior
- Meaning-making
- Differences making the difference
- Diversity, Equity, Inclusion

BIAS

- Science shows we’re designed to sort, very quickly
- Rank ordering as fundamentally better or worse is the problem
- Identity Development = biology + culture + lived experience
- Choose to investigate our instincts

TARGET/AGENT + DOMINANT/NON-DOMINANT

- Identities are both static & predictive AND contextual
- There are baked in preferences for certain identities in the US and its colonies
- Our experiences of our identities may change based on our context
What if we told you

Power is neutral...?

free write + discuss your

reactions, feelings, thoughts on this phrase

the choices we make decide whether we are using power in service to and alignment with our values, goals, boundaries

whether or not we’re noticing, naming, or navigating power effectively is another matter.

WHAT IS THE VALUE OF ADDRESSING POWER?

What is your ROLE . . .

What is your GOAL . . .

How will you get there without losing your SOUL . . .
Types of Power You Have

1. REFERENT power
2. EXPERT power
3. LEGITIMATE power
4. REWARD power
5. COERCIVE power

1. **REFERENT**
The desire for a feeling of oneness and acceptance in a valued relationship.

2. **EXPERT**
The extent of specialized skills or knowledge attributed to a person.

3. **LEGITIMATE**
The authority granted to someone stemming from their position in a group.

4. **REWARD**
The ability to reward — ex. paycheck, promotion, opportunity, etc.

5. **COERCIVE**
The ability to punish if expectations have not met — ex. withdraw opportunity

We are actors INSIDE systems of Personal + Identity Power

Adapted from Race Forward
What are specific examples of when **YOU** have used each type of power?
SCENARIO

You’re leading a grant adjudication process with a group of reviewers. You’re seeing a high number of applications from artists of color or organizations led by and for people of color, but few of them are making it to final funding.
1. What **kinds of power** are present? What are the **differences making a difference**?

2. Next **Describe** what you know. What are some **possible interpretations** of what is happening?

3. Goal --> **what will it mean to be effective** in this situation?

4. Whose **perspective do we need to consider**? How might others be interpreting the situation?

5. What **options** might we try?
ADAPTATION
→ shifts in thinking + behavior

• CONSIDERS CONTEXT
• CONSIDERS NATURE OF RELATIONSHIP
• MAP PERSONAL + IDENTITY POWER
• TOWARD A GOAL
WHAT IS THE VALUE OF ADDRESSING POWER?

What is your ROLE . . .

What is your GOAL . . .

How will you get there without losing your SOUL . . .
When it comes to Diversity, Equity, and Inclusion within your organization what is your role? How does each type of power play out in that role?
When it comes to Diversity, Equity, and Inclusion within your organization what is your goal? How does each type of power serve that goal?
Knowing your **role**, goal, and all the types of power available to you, how will you move forward **without losing your soul**?
What self-awareness practices are going to make you more effective in achieving your goal?

What are you willing to commit to?
Why We Can’t Simply “treat everyone the same”

Intent ≠ Impact

Women, People of Color, LGBTQ+ people more likely to watch for, expect and experience negative impact (because of systemic racism, sexism, homophobia, transphobia)
Gratitude / I am grateful for/that...

Commitment / I’ll hold myself to my plan by...