Greetings! We’ll begin about 5 minutes after the scheduled start time.

Please be on **MUTE**

have your **CAMERA ON** as you are able

You will need **SOMETHING TO WRITE WITH** and on
WHO IS IN THE ZOOM?

Trainers /
- Name + Pronunciation
- Pronouns
- Role

THE PLAN

Topics + Flow /
- Check In
- Shared Meaning
- Power
- Time to Practice
Session Objectives

- **Revisit core concepts** as they apply to our work

- **Unpack concept of Power**

- **Develop skills to name, notice and navigate power at multiple levels**
Protocols We Invite You To Try Today

1. Notice + Name / Be Clear

2. Learn From Your Reactions; Decouple “Comfort” from “Safety”

3. Assume Adults Are Doing What They Need to Do to Be Present

4. We Will Hold The Space Today
Headlines for Today’s Workshop

1) Power isn’t bad. It just is.
2) Power is always present.
3) There’s Personal Power + Identity Power.
4) Name power and navigate it on purpose.
DESCRIBE / analysis and articulation based on observation
“What you see/observe”

INTERPRET / Subjective analysis and articulation based on observation
“What you think you see/observe”

INFORMATION GATHERING STAGE

EVALUATE / Assignment of value judgment based on Descriptive and Interpretive information
“What you think and/or feel about what you think you see/observe”

INFORMATION PROCESSING STAGE

DETERMINATION STAGE
Unconscious Bias

A tendency or preference towards a particular perspective, ideology, or result, which interferes with our ability to be impartial, unprejudiced, or objective, and of which we are unaware.
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
Current social construction of identity in the United States and its colonies that has created a hierarchy of human value/Preference toward or against certain identities.

## Identity Power Unpacked

<table>
<thead>
<tr>
<th>Examples</th>
<th>Agent Identities</th>
<th>Culture (dominant patterns)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>white</td>
<td>lighter skin, white dominance, colorism</td>
</tr>
<tr>
<td>Gender</td>
<td>man</td>
<td>masculinity, height, gender conformity</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>straight</td>
<td>partnered, having kids, non-sexual</td>
</tr>
<tr>
<td>Religion</td>
<td>Christian</td>
<td>Have a religion, ideally a Jesus one, Christian church “feel”</td>
</tr>
</tbody>
</table>
What happened as you listened?

THOUGHTS | FEELINGS | SENSATIONS
OUR EMBODIED IDENTITY HOUSE

IDENTITY **ALWAYS** MATTERS

FACETS OF OUR IDENTITY EXPERIENCE **PRAISE, PRIDE, PAIN**

IN DIFFERENT SETTINGS, WE FEEL **MORE OR LESS AWARE** OF CERTAIN PARTS OF IDENTITY OVER OTHERS
MAP YOUR IDENTITY POWER

Reflect on Your Agent Identities

Which are you most aware of and when?

Which are you least aware of and when?
Personal 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 leader

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

4. **REWARD**
The ability to reward (e.g., paycheck, promotion, opportunity, etc.)

5. **COERCIVE**
The ability to punish if expectations have not met (e.g., withdraw opportunity)

6. **INFORMATIONAL**
The ability to effect change through the sharing or withholding of information

7. **AScriptive**
Power derived from who you know (e.g. your people)

MAP YOUR PERSONAL POWER

When and how do you use various types of Personal Power?

What type(s) of Personal Power are preferred in your agency and the arts sector?

How does the manifestation of power reinforce a preference for agent identities, particularly whiteness and masculinity?
Women, People of Color, LGBTQ+ people more likely to watch for, expect and experience negative impact because of **systemic** racism, sexism, homophobia, transphobia.
Discussion

• What new choices might you have to navigate power with intention?
• Based on the three sessions, what questions remain?
• What are you most excited to practice? Most nervous to practice?
Open Discussion
+
Closing