NASAA General Staff

Session 3

Welcome! We'll get started a few minutes after start time.

You'll need something to write on + with.



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Protocols We Invite You To Try Today

1 Notice + Name / Be Clear

2 Practice Self-Determination

3 Reactions Will Arise, Choose Your Responses

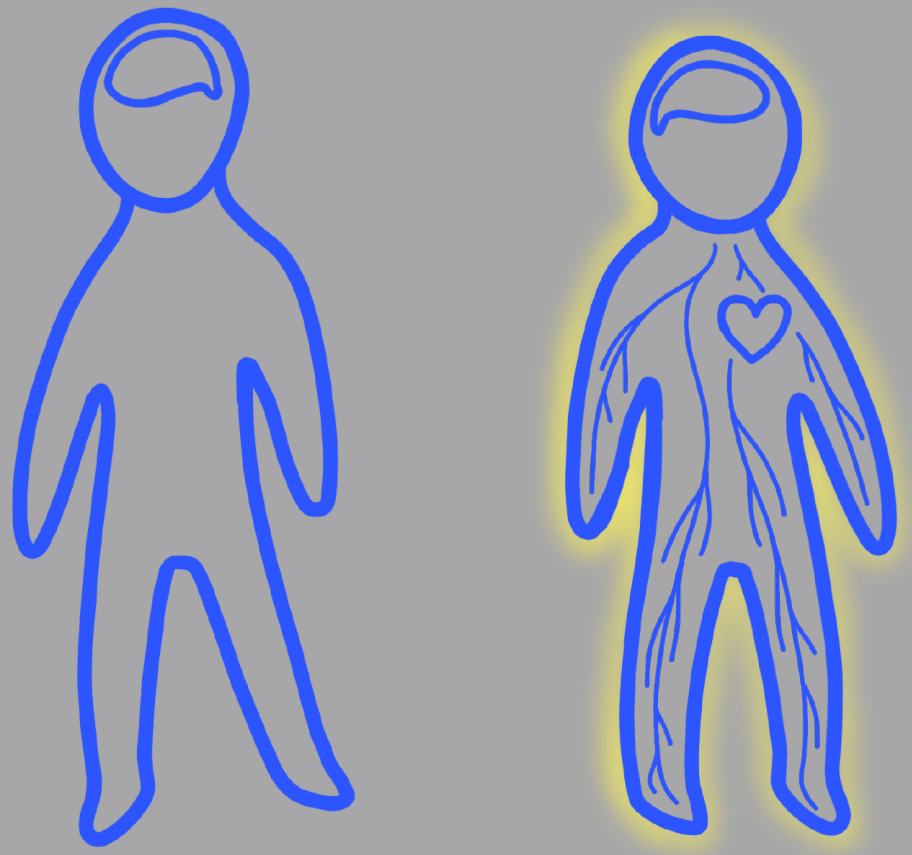
4 Assume Adults Are Doing What They Need to Do to Be Present

5 Allow Each Individual to Experience Their Experience

6 We Will Hold The Space Today

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What are you coming in with today?



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Today's Plan

TODAY	NOT TODAY
Layer Power on to Everything Thus Far: *Culture, Identity, Bridging, Bias*	Not a Frame of Power as Naughty/Bad
Deepen Our Understanding of the Complexities of Power at Work	Not Power "Over"
Connect Self-Awareness to Your Work Around Power	Not Power as Static or Scarce
Navigating Power in Fluid Contexts	Not Power as Have or Have Not

+ Committing to personal and professional goals in our unique contexts

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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

CULTURE + IDENTITY

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

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

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What if we told you

Power is neutral. . . ?



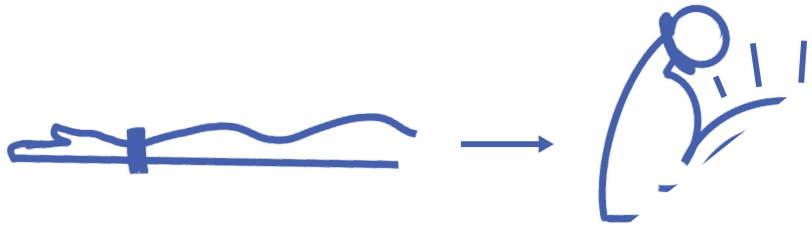
free write + discuss your

reactions, feelings, thoughts on this phrase

Based on work by French, J.R.P & Raven, B. (1959). "The Bases of Social Power," in D. Cartwright (Ed.) *Studies in Social Power*. Ann Arbor: University of Michigan. pp. 150- 16. Adapted by Beth Zemsky MAED, LICSW from materials developed by Equity Institute, Emery, CA.

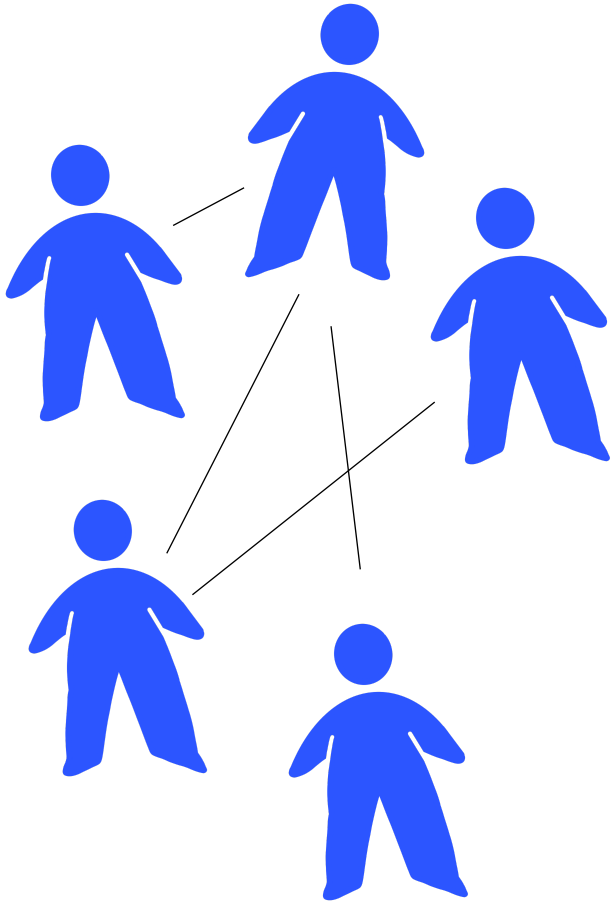
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POWER /
the ability to influence



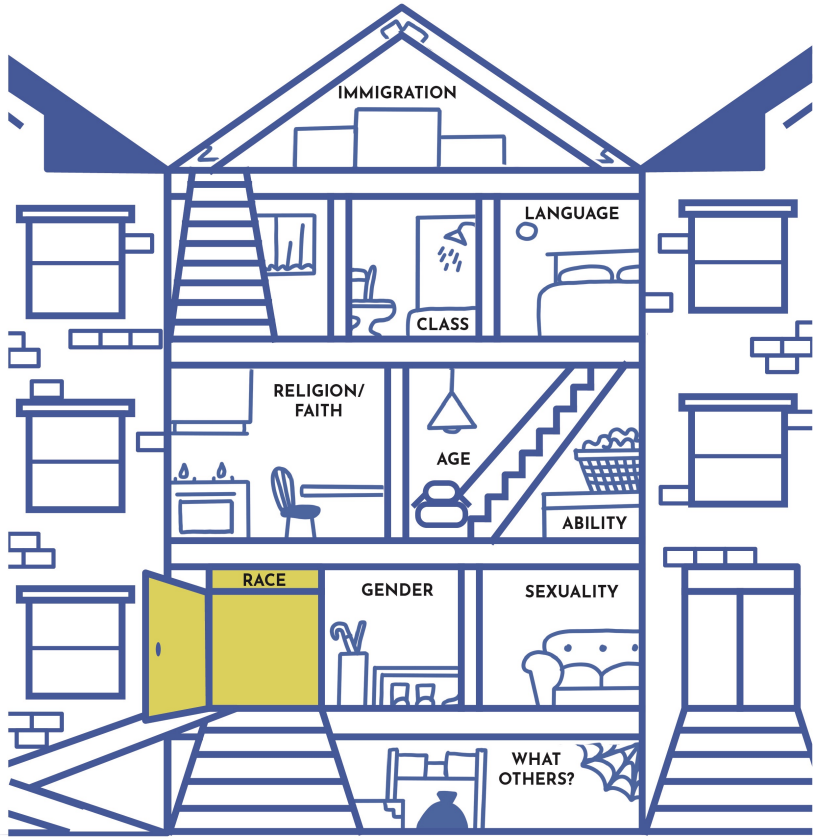
the choices we make decide whether we are using power in service to and alignment with our values, goals, boundaries

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PERSONAL + IDENTITY

power are <u>always</u> <u>present</u>



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

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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

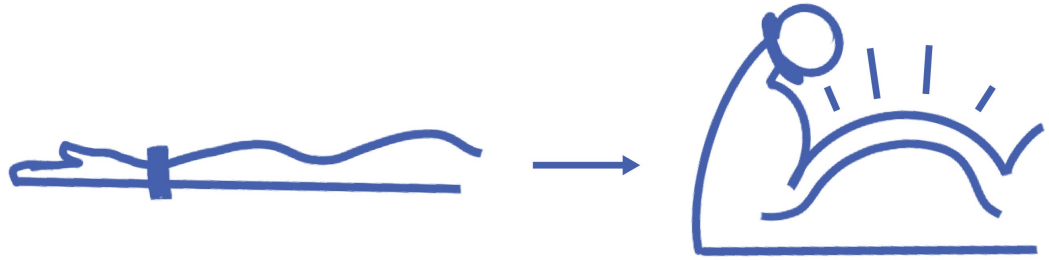
1 REFERENT power

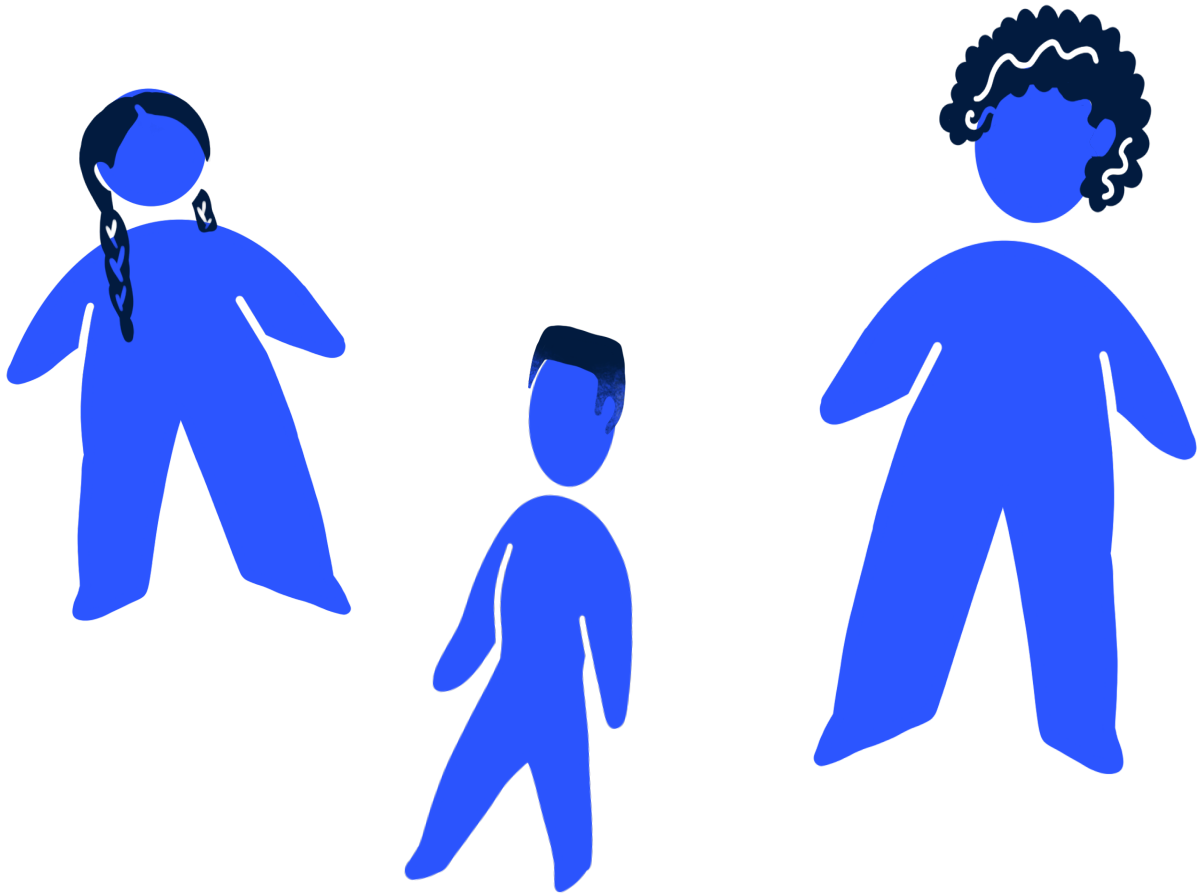
2 EXPERT power

3 LEGITIMATE power

4 REWARD power

5 COERCIVE power





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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.

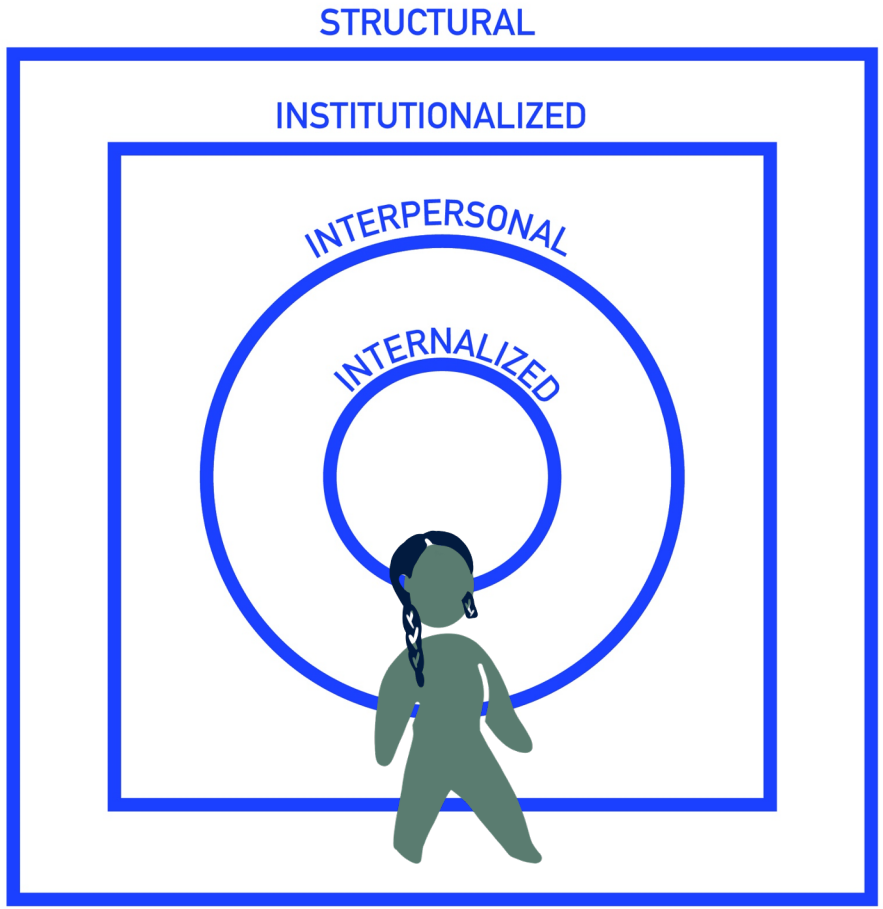
4 **REWARD** The ability to reward – ex. paycheck, promotion, opportunity, etc.

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

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We are actors INSIDE systems of Personal + Identity Power

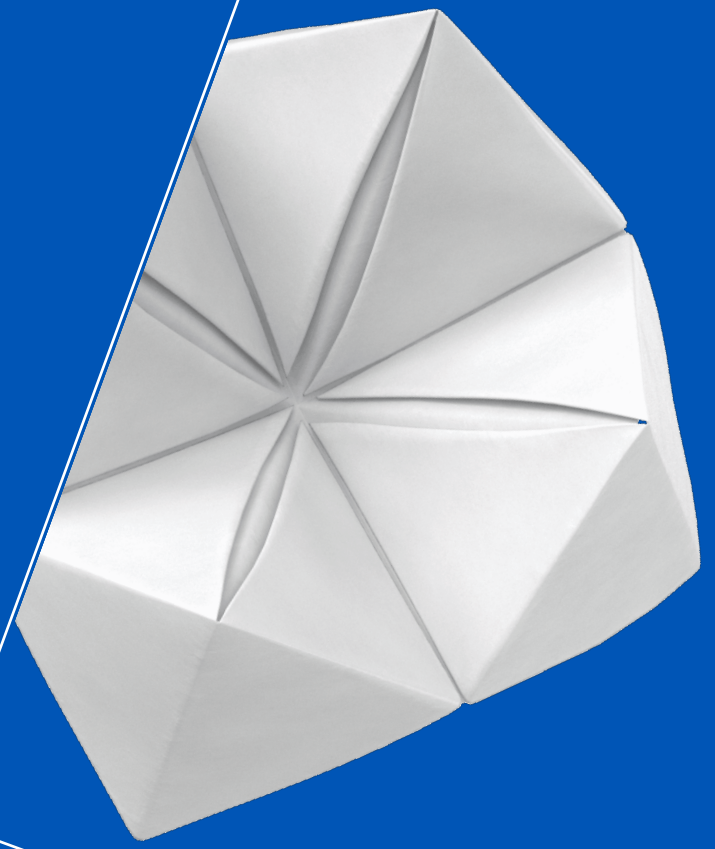


Individual

Systemic

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.

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Adaptation Mapping Scenarios /

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?

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ADAPTATION

→ shifts in thinking + behavior

- CONSIDERS CONTEXT
- CONSIDERS NATURE OF RELATIONSHIP
- MAP PERSONAL + IDENTITY POWER
- TOWARD A GOAL



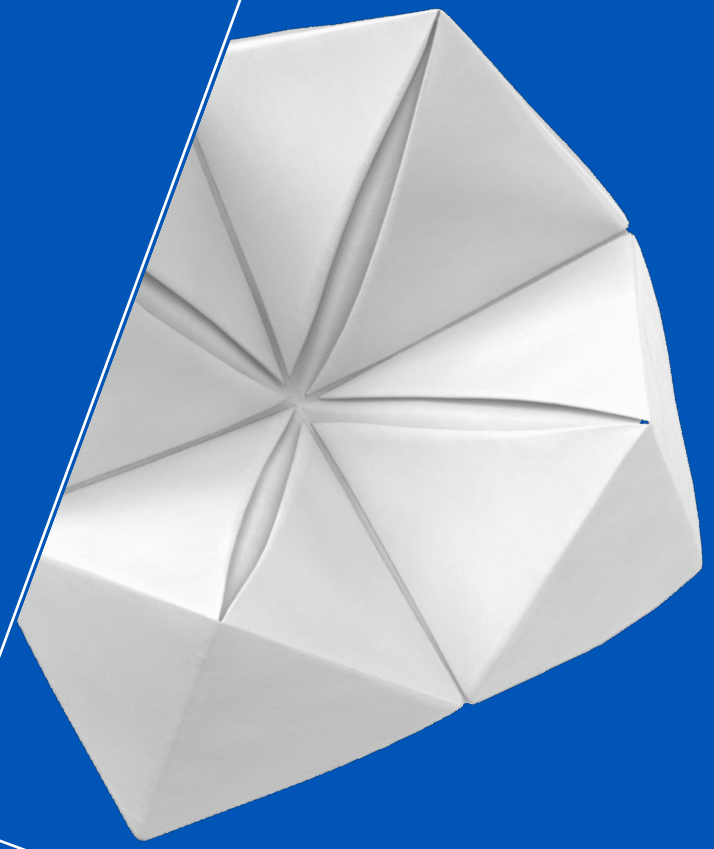
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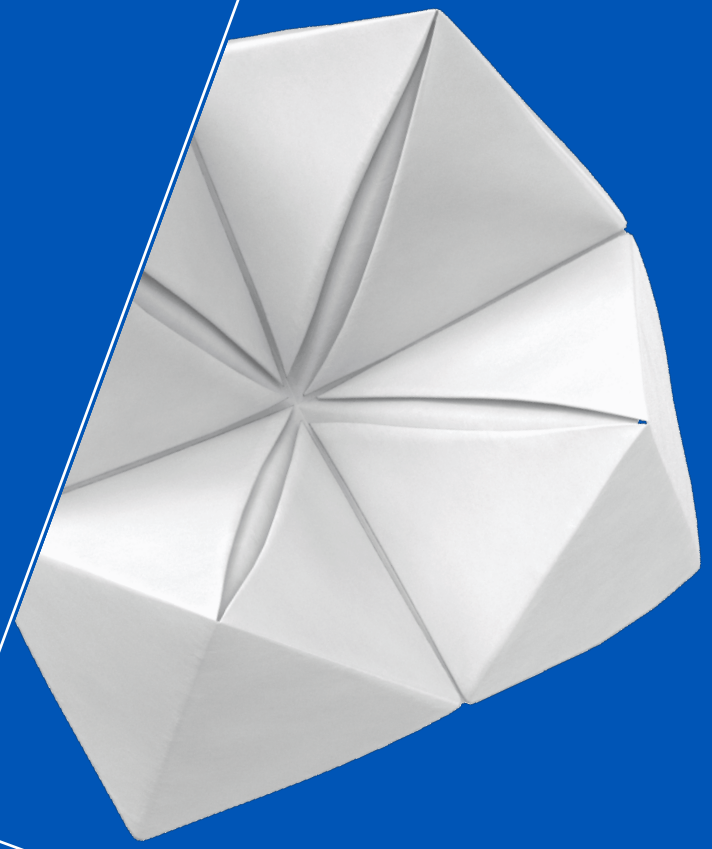
How will you get there without losing *your* SOUL . . .

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?



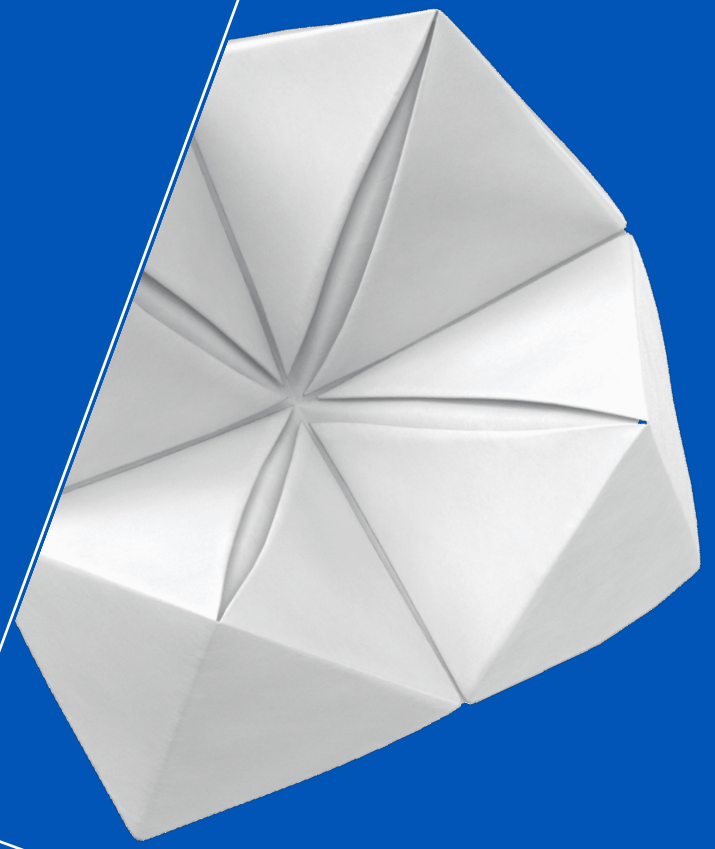
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When it comes to Diversity, Equity, and Inclusion within your organization what is your goal? How does each type of power serve that goal?



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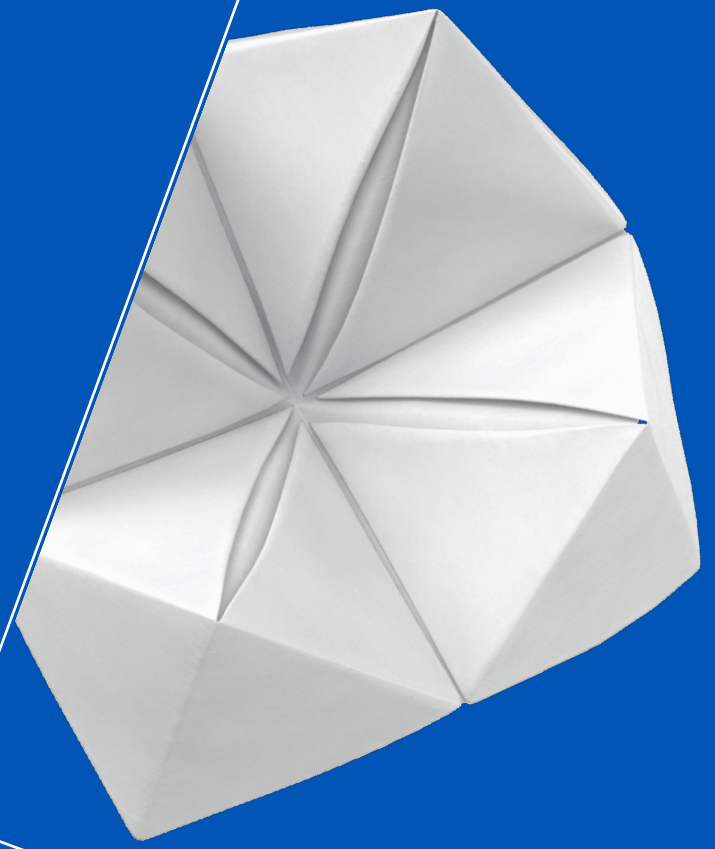
Knowing your role, goal, and all the types of power available to you, how will you move forward without losing your soul?



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What self-awareness practices are going to make you more effective in achieving your goal?

What are you willing to commit to?

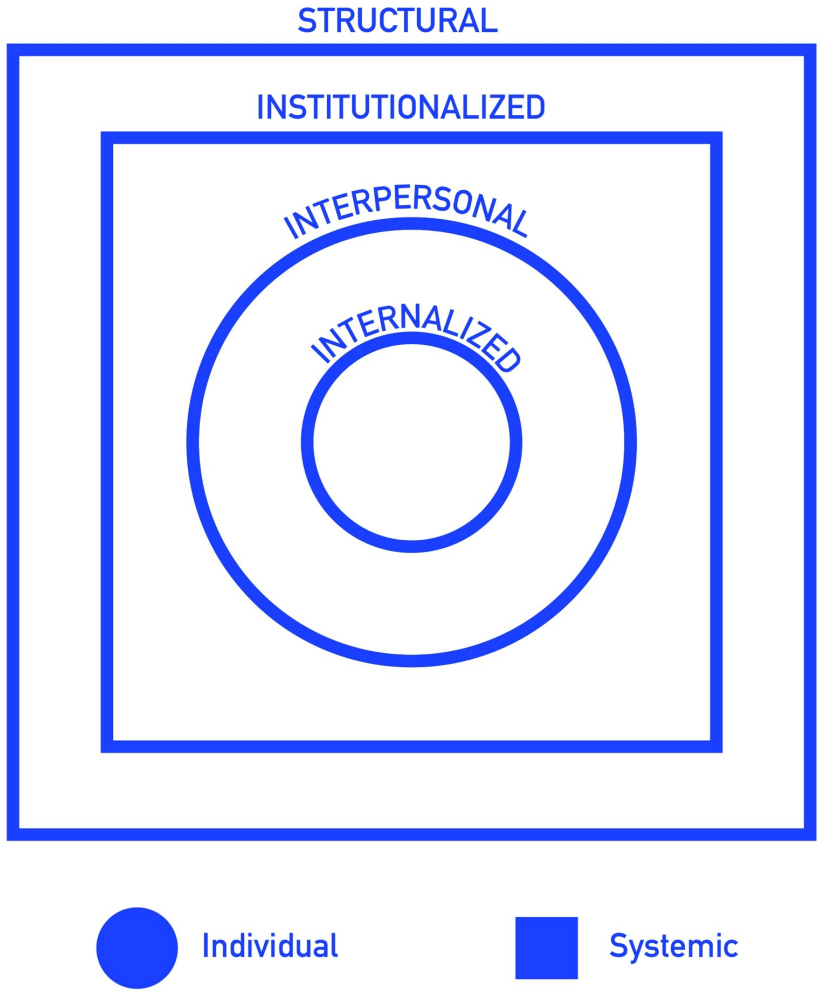


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Why We Can't Simply "*treat everyone the same*"

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…

