
Examining Power, Privilege and Allyship

— Nadia Ali and Jenny Medrano, —
Facilitators

Agenda

- Guidelines for engaging
- Learning Objectives
- Exploring Privilege, Power and Allyship
- Reflections

Guidelines for engaging

- Respect the confidentiality of others
- Do your own work in the room and out.
- Seek to understand first, and then be understood.
- Leave room in the space for both/and/all.
- There are no quick fixes AND individuals and organizations DO grow and change.
- Practice forgiveness and letting go.
- Engage openly and honestly.
- Participate
- Use I statements - our own experiences shape the conversation
- Sharing “airtime” is essential to understanding.
- Trust that through dialogue (not debate) we will reach deeper levels of understanding and acceptance with others.
- Have fun and laugh!
- Owning our harm
- Commitment to grow
- Push ourselves to grow
- Speak up when something is not said

Learning Objectives

- Looking at our individual cultural backgrounds, including privilege
 - Reflecting on the ways power and privilege exists in your roles at CMC
 - Discuss ways to move towards allyship and action
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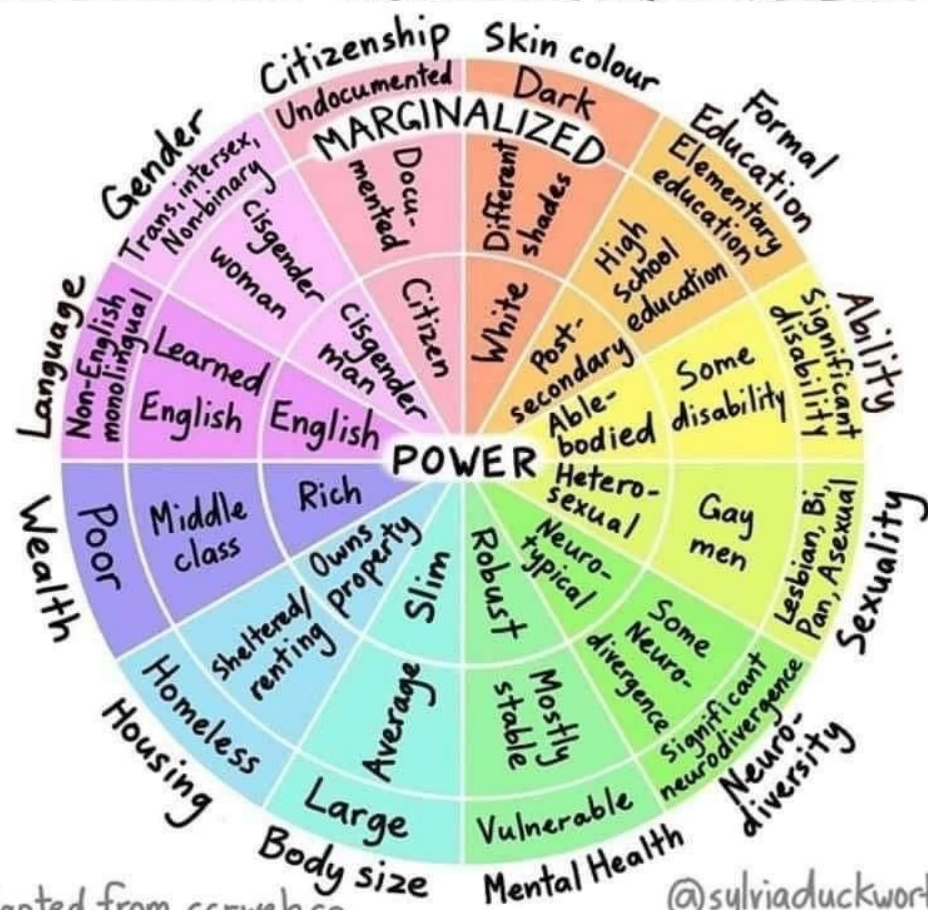
Privilege

Power, (such as: positive choices, entitlements, advantages, benefits, assumptions, and/or expectations) that are granted based on membership in a dominant group.



Let's debrief

WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylvia duckworth

What words to mind when you hear the word power?
(drop them in the chat!)

Power

In social science and politics, power is the capacity of an individual to influence the actions, beliefs, or conduct of others. The term authority is often used for power that is perceived as legitimate or socially approved by the social structure, not to be confused with authoritarianism.

Five Bases of Power

Referent Power	Based on the followers' identification and liking for the leader. A teacher who is adored by students has referent power.
Expert Power	Based on followers' perceptions of the leader's competence. A tour guide who is knowledgeable about a foreign country has expert power.
Legitimate Power	Associated with having status or formal job authority. A judge who administers sentences in the courtroom exhibits legitimate power.
Reward Power	Derived from having the capacity to provide rewards to others. A supervisor who gives rewards to employees who work hard is using reward power.
Coercive Power	Derived from having the capacity to penalize or punish others. A coach who sits players on the bench for being late to practice is using coercive power.

Reflect on your own for 5 minutes

- What are your own identities, privilege(s), and positions of power in relation to the issue(s) you are addressing at CMC?
- Given those 5 types of power, reflect on what types of power you hold and where in your life you hold it?

Small Group Activity

- How can I share power?
 - Thinking about your role and observing who doing what at meetings, at events? Whose voices are being lifted? Who is being invited to speak?
- How do I transfer power?

Ally

A member of a dominant group (situational) who uses their privileged position to take action against oppression.

Team Exercise

Ally Skills goal-setting exercise

How can you be an effective ally in the workplace?

- **Learn about other people's experiences**
- **Listen to feedback, and lean into your mistakes**
- **Take action regularly**
- **Use your privilege**

THE JOURNEY OF LIFELONG LEARNING

BEING A PERPETUAL STUDENT OF LIFE



Reflections & Take aways