POWER AND PRIVILEGE WORKSHOP DESCRIPTION
(Duration: 3 hours)

OBJECTIVES

● To learn about the roots of what has given/gives people power and privilege in social and professional communities.
● To investigate and to acquire language and behavior alternatives that increase communication and trust.
● To increase conscious awareness and consideration for culturally respectful, equitable communication in the workplace community.
● To explore and to practice personal agency to respond to unintentionally inflicted harm in the workplace or in the larger world.
● To create protocol for personal and general workplace accountability as you seek to increase equity and inclusivity in language, behavior, and policy.

MATERIALS REQUIRED: index cards, pens; chart paper; markers; vocabulary posted on poster paper or by projector

PROCEDURE

Part I: Grounding Assessment

Questions Investigated:

● What are power and privilege?
● How do they show up in our work? Why?
● Where might our blind spots be?

Description:
Through games, dialogue, agreement, and activities, participants ground themselves in their own learning and awareness of the topics to be addressed.

Part II: Literacy building and Action

Questions Investigated:
Who are we as an organization? As neighbors? As a country?
How did we get here?
When I see unintentional harm being done, what power (if any) do I have to intervene?
What tools do I need in order to be comfortable intervening on behalf of another or for myself?

Description:
Facilitator presents vocabulary to the group for investigation.
(Ex: Equity vs. Equality; Institutional, Interpersonal, Internalized Oppression; Implicit Bias)
Sankofa: The group acquires historical context in order to more deeply investigate why our present reality is as it is.
The group learns tools be used to advocate for self or others. Imagined scenarios are introduced in order to practice new tools for self-advocacy or for intervention.

Part III: Reflection, Planning and Problem Solving

Questions Investigated:
What of this can I/we take with me?
Where can I be courageously curious about my own implicit bias?
In what ways can I agree to be accountable to myself and my workplace as I learn and grow?
What resources do I have to support and deepen my learning?

Description:
Reflecting individually and in small groups, participants will reflect on what of that which has been learned can be applied to the workplace environment.
Participants work alone and then together to assemble a toolkit and agreement for:
  - Individual accountability plans for growth and development, including becoming curious about and accepting personal implicit biases in order to move toward more inclusive language and behavior.
  - Desired workplace shifts in language, behavior or policy
  - A plan for continuing to lean into the growing edge