



## **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