



YARBROUGH
group

WORLD WIDE CONSULTANTS WHO
TEND THE FLAME OF SUSTAINABLE CHANGE.

POWER AND PRIVILEGE: ADDRESSING LOSS, STRIVING FOR EQUITY

ISDI Inclusion Provocateur Series
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Facilitated By

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GOALS



1. Refresh or brief introduction to the basics of Polarity Thinking
2. Distinguish personal power and positional power
3. See ways to claim part of your personal privilege that derives from dimensions of your identity
 - (race, religion, ability, gender, class, sexual orientation, gender identity, national identity)
4. Recognize potential impact of your personal privilege on self + others
5. Identify potential ways to use privilege honorably

#FAKEGOALS



1. Fixing every issue you've ever experienced
2. Understanding every nuance of power
3. Convincing everyone at your table that you know everything
4. Convincing everyone at your table that you have no power
5. Diversity and Inclusion plan that will balance all the power in your organization

AGENDA



- *Introductions*
- Polarity Refresher
- Personal Messages of Power and Privilege
- Personal/Societal Privilege
- *Break*
- Positional Power and Influence
- Polarities and Power
- *Questions + Closure*

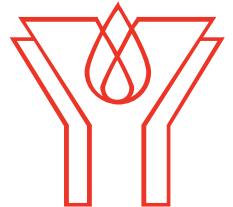
NOTE ON PRIVILEGE+ POWER



1. We all have some kind of power and privilege
 - Positional
 - Title
 - Age
 - Interpersonal/Relational
 - Mothers as the hubs
 - Acknowledgement
2. Point of this session is shifting the conversation from “Hey old white guy! Give up your privilege!” to “How can we use our power bases we have to shift access and raise all boats?”

READY? POLARITIES OVERVIEW

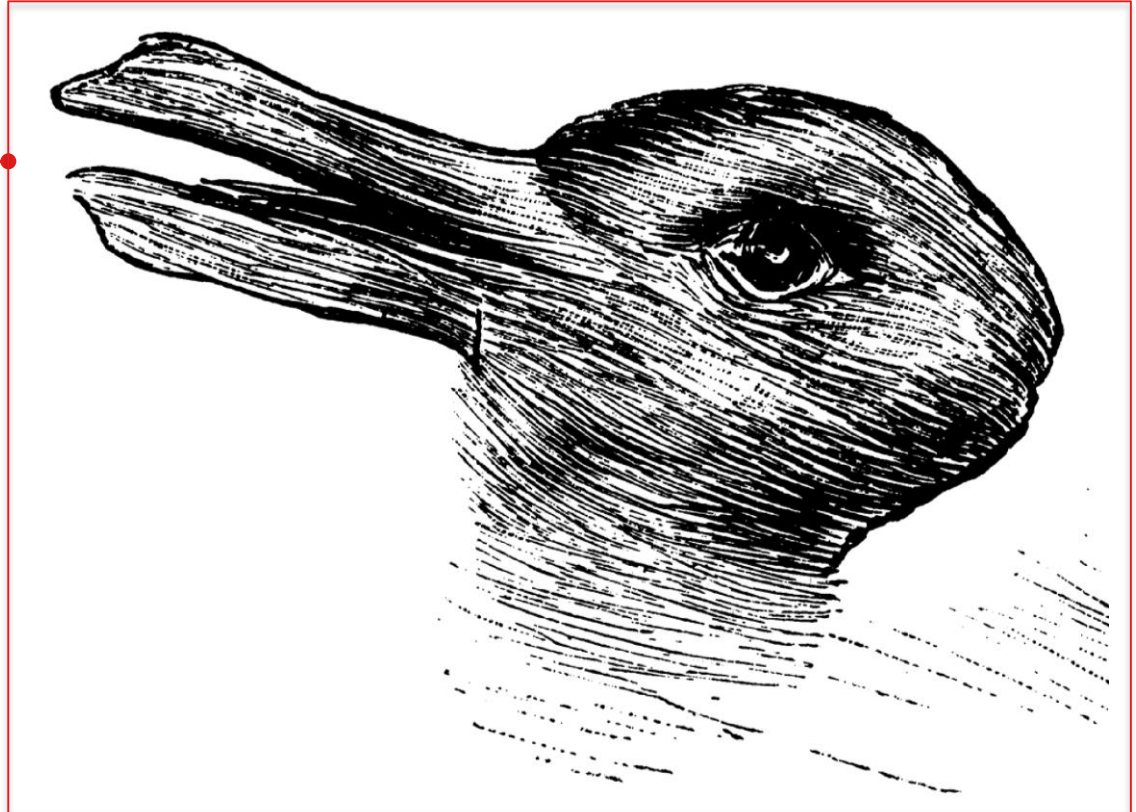
Let's go!



WHAT DO YOU SEE?



Once you see both,
you could only argue
both.



POLARITIES EXPLAINED

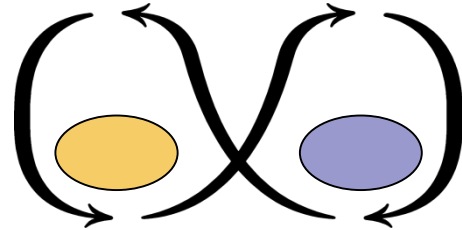
Polarities:

Paired values (often competing) that need each other over time in order to achieve a greater purpose



Infinity:

Is the ongoing nature of polarities... an energy system which is never ending.



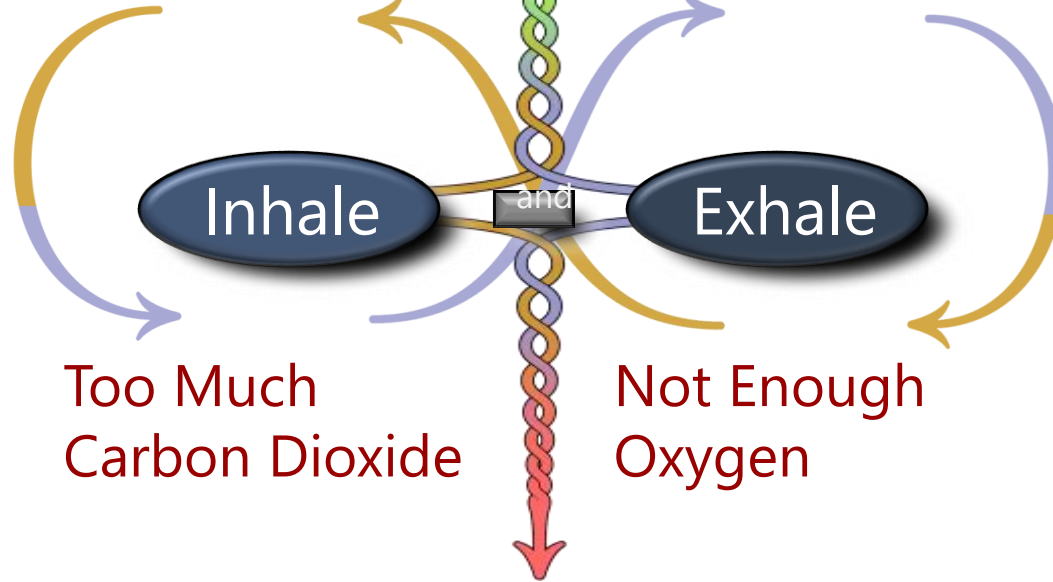
THE DYNAMIC

GREATER PURPOSE >

Thrive

Get Oxygen

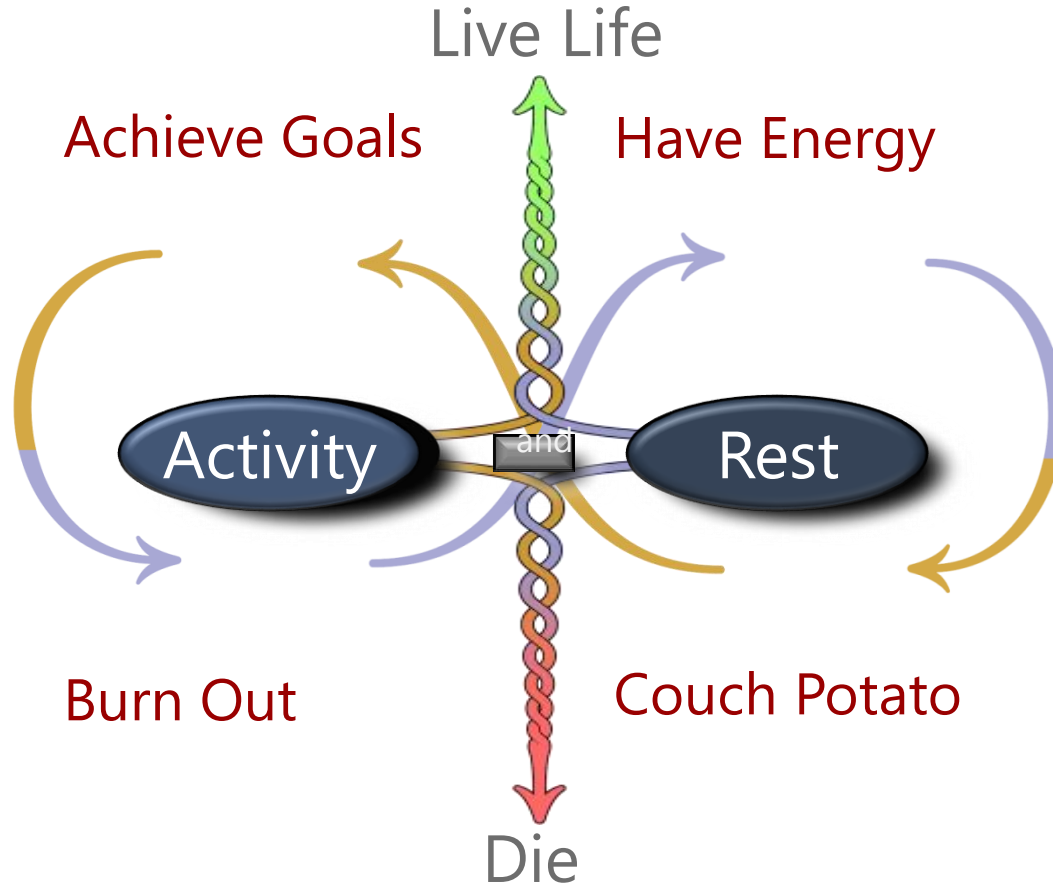
Release
Carbon Dioxide



DEEPEST FEAR >

Die

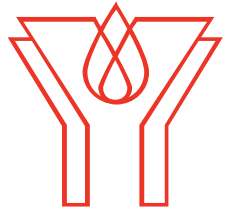
ANOTHER CONSTANT POLARITY



MAPPING HOLDING POWER + SHARING POWER

Walking the map

Action Steps + Early Warnings



Action Steps

How will we gain or maintain the positive results from focusing on this left pole? What? Who? By when? Measures?

Greater Purpose Statement (GPS) *Why leverage this polarity?*

Inclusion Provocateur

Upsides - Positive results of focus on the left pole

- I have influence over decisions.
- Decisions are made efficiently.
- My community knows what to expect of and from me.

Upsides - Positive results of focus on the right pole

- I collaborate with others when I make decisions.
- We make decisions that are effective.
- Solutions are innovative and emerge from the group.

Holding Power

- It is my way or the high way.
- I make decisions that don't take into account the whole picture.
- I am isolated and lonely.

Sharing Power

- There are too many cooks and not enough action takers.
- Decisions are made too long after the issue has been brought up.
- No one is responsible for decisions and there is chaos.

Downsides – Negative results of an over focus on the left pole to the neglect of the right pole.

Downsides – Negative results of an over focus on the right pole to the neglect of the left pole.

Exclusion Provocateur

Deeper Fear – *Loss of GPS*

Action Steps

How will we gain or maintain the positive results from focusing on this right pole? What? Who? By when? Measures?

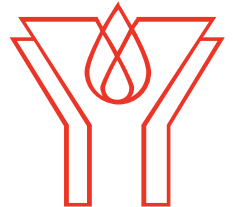
Early Warnings

Measurable indicators (things you can count) that will let you know that you are getting into the downside of this pole.

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MESSAGES ABOUT POWER



PERSONAL MESSAGES



- Pair up
- 1st person shares the messages they received about power and privilege growing up. Uninterrupted. For 2 minutes.
- 2nd person shares the messages they received about power and privilege growing up. Uninterrupted. For 2 minutes.
- Debrief

PRIVILEGE EXERCISE



Based on an exercise by: Gerakina Arlene Sgoutas and colleagues, Metropolitan State College; Denver, CO

Purpose: to explore ways that we enjoy privileges based on being members of social identity groups in the United States.

Please note that this exercise is not meant to make anyone feel guilty or ashamed of her/his/their/zir privilege or lack of privilege related to any social identity categories.

Rather, the exercise seeks to highlight the fact that everyone has SOME privilege, even as some people have more privilege than others.

By illuminating our various privileges as individuals, we can recognize ways that we can use our privileges individually and collectively to work for equity and social justice.

Also note that each list is not meant to be exhaustive or comprehensive. You may think of other items that might be on a list. However, the idea is to offer and discuss some possible points of privilege that arise from being a member of certain social identity groups in the United States, and to invite us to reflect on the concept of privilege and ways that our privileges overlap.

PRIVILEGE EXERCISE DIRECTIONS



1. Take a solo cup
2. Visit all of the stations set up around the room
3. Take a candy for every question you can answer "Yes"
– If you want to eat the gold fish, take extra.
4. Come back to your seat and make a few notes. We'll continue when folks are seated.

Break after this next section.

PRIVILEGE EXERCISE CON'T



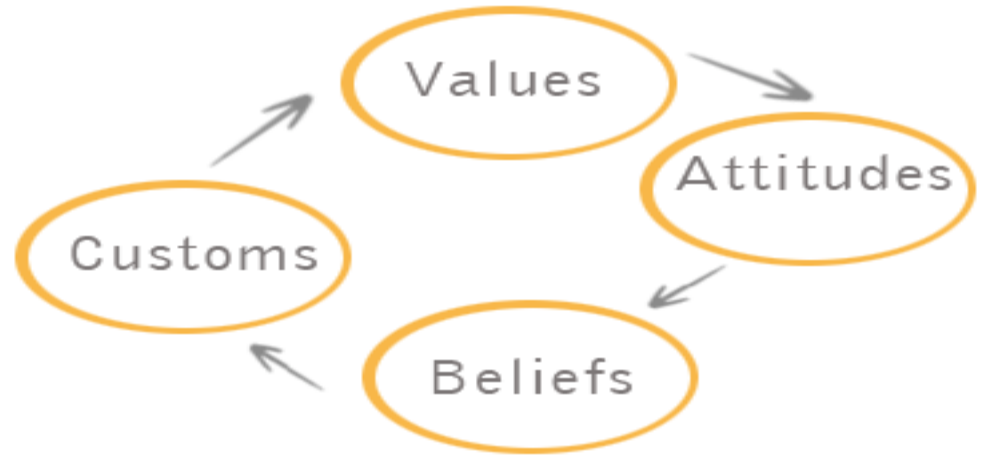
1. Pair up
2. 1st person shares their experience of the privilege exercise, what did you notice, what reflections do you have about it. Uninterrupted. For 2 minutes.
3. 2nd person shares their experience experience of the privilege exercise, what did you notice, what reflections do you have about it. Uninterrupted. For 2 minutes.

POWER – ORGANIZATIONAL + POSITIONAL

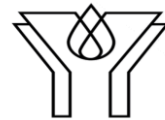
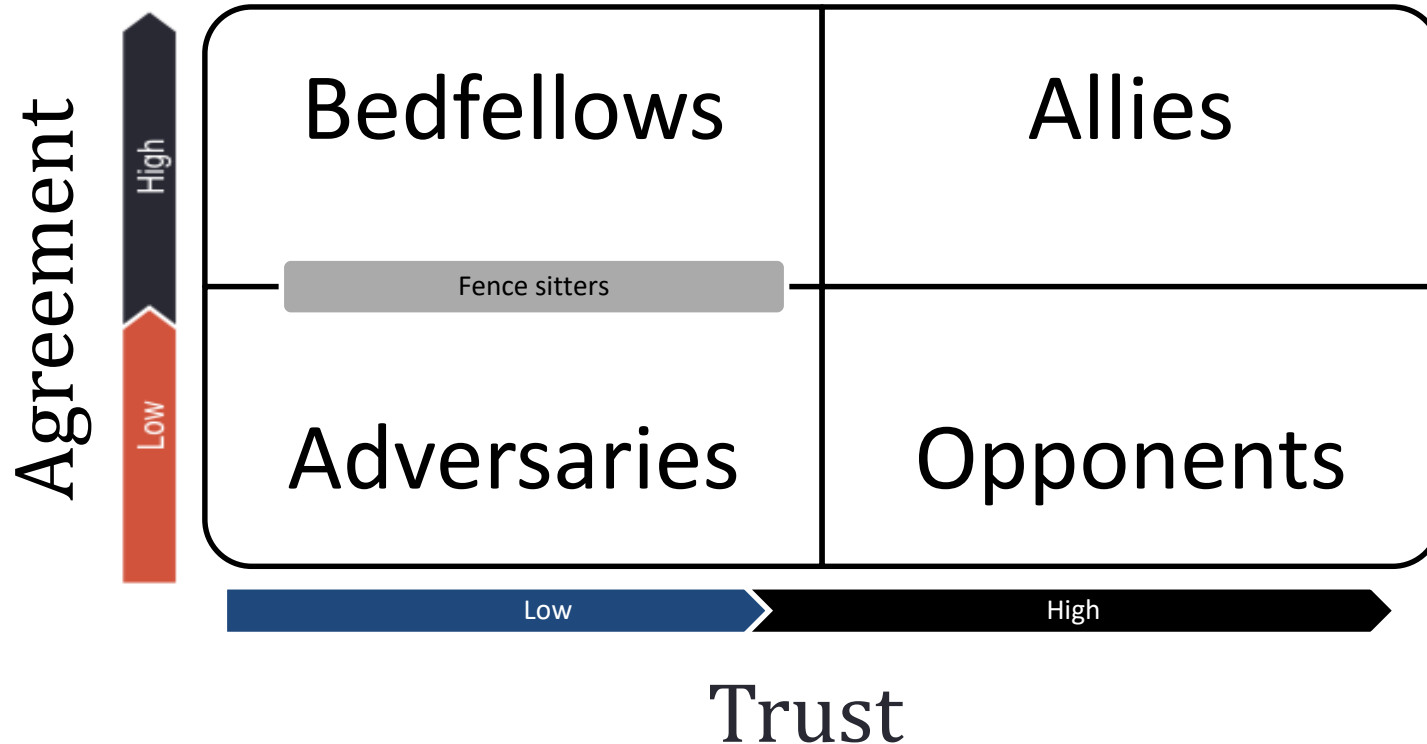


ORGANIZATIONAL POWER

1. Culture
2. Position
3. Alliances
4. Activities
5. Alternatives



INTERPERSONAL POWER



THANK YOU!

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