RACIAL EQUITY & LIBERATION

Virtual Learning Community

#REALCommunities

April 17 - May 26

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forallwomankind.com
welcome
May 12

IDENTIFYING SYSTEMS OF POWER
#realcommunities

Artwork: True Colors Mural Project West Oakland Youth Center
Facilitators

Monica Dennis
Capacity Builder, Community Organizer, Facilitator
MEV Faculty
Pronouns: She/Her/Hers
Creator: Racial Equity and Liberation Virtual Learning Community

Rachael Ibrahim
Social Worker, Community Organizer, Artist
MEV Faculty
Pronouns: She/Her/Hers
Creator: Racial Equity and Liberation Virtual Learning Community
SYSTEMS OF POWER

WITH

Storytellers
Lynn Rosenthal & Andrew Sta. Ana
Agenda

- Grounding & Acknowledgements
- Community Agreements
- Framing the discussion: **SYSTEMS OF POWER**
- Insights from storytellers: **Lynn Rosenthal & Andrew Sta. Ana**
- Reflections
- Closing

#REALCommunities
#SystemsOfPower
Grounding

Purpose
Intention
Connection

Practice
Reflection
Community

HOPE NOT FEAR
Acknowledgements

Harriet Tubman
Sojourner Truth
Berta Cáceres
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Pregs Govender
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Grimke Sisters
Audre Lorde
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Wilma Mankiller
The Peoples Institute For Survival and Beyond
Grace Lee Boggs
Sylvia Rivera
Marsha P. Johnson
Trina Greene Brown
Our Community Agreements

Active Listening
Be Present: Silence Internal Chatter
Push Through Growing Edge
No Quick Fix
Trust The Process
Racism And...
Intent And Impact
RACIAL EQUITY & LIBERATION

DISCONNECT
- Source
- Body
- Emotions
- Distance

DISTORT
- Story

SYSTEMS OF OPPRESSION

DISASSOCIATE

RECONNECT
- Source
- Body
- Emotions
- Re-engage

RECLAIM

LIBERATORY PRACTICES

RESTORE
- Story

RE-ENGAGE
A power analysis focuses on the root causes of an issue rather than individual behaviors.

The practice surfaces the causes of inequity, not just the effects; and shifts the focus from symptoms to systems of inequity.

It also generates an array of possible solutions and strategic interventions aimed at fundamental and lasting change.
A Power Analysis Asks:

- What are the external factors that are influencing and shaping our reality?
- What's the context in which we find ourselves? What role do institutions play?
- How are policies, practices and programs creating unsatisfactory outcomes for some and expanded privilege for others?
- What single stories, implicit biases and cultural norms reinforce the inequities?
- What cycles and patterns can we identify? Where are the opportunities to interrupt patterns or to create something new?
- Are the people most impacted by the issues at the center of the process?
- Are they shaping, creating and/or leading our response to these issues? If not, what are the barriers to their participation and leadership?
- How can we engage them as powerful leaders?
SYSTEMS OF POWER

WHO’S ABOVE THE LINE

WHO’S BELOW THE LINE
“I demand that the Boston Police Department continue to be extremely aggressive in cracking down on people who are using guns to kill innocent people … It’s intolerable. We will use every lawful tool to support our police officers in cracking down on gun-wielding criminals.”

Boston Mayor Ray Flynn, October 24, 1989
A terrible night!
Gunman invades car, shoots couple

By David Wilmot

A young woman and her husband were shot in their car Tuesday night in the Back Bay section of Boston. The woman was hospitalized in critical condition.

Hub leaders: Brutal attack shows need for deterrent

By Charles O'Grady and Ira Pincus

A new call for death penalty

The Boston Herald, Wednesday, October 31, 1980

Search for a Killer

A new call for death penalty

Hub leaders: Brutal attack shows need for deterrent

By Charles O'Grady and Ira Pincus

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SYSTEMS OF POWER

Our Approach To Racial Equity And Liberation Is Rooted In Three Principles

- Relationship Building
- Common Language & Shared Analysis
- Centering Histories
SYSTEMS OF POWER

Build AUTHENTIC RELATIONSHIPS

CLARIFY Our personal relationship to Power

TRANSPARENT Decision making

SHARED LEADERSHIP

Relationship Building
SYSYEMS OF POWER

NAME
Power Dynamics as they happen

MARGINS
TO CENTER

INTERRUPT
Single Stories

Engage systems as INTERCONNECTED Entities

Common Language & Shared Analysis
SYSTEMS OF POWER

REDUCE Disparities

Focus on IMPACT

Identify SYSTEMIC PATTERNS

COMMUNITY CENTERED SOLUTIONS

Centering Histories
How did you come to do the work you are doing?

How have you gotten in touch with your personal and professional relationship to power?

Why is this practice important in the movement to end gender-based violence?

As a person who has privilege, responsibility and power to make decisions that impact people's lives, how do you ensure that those most impacted are at the center?

What helps you keep your heart connection?
What's Next?

• What messages have you internalized about power?
• Notice when and how you analyze power in your daily interactions?
Thank you!