RACIAL EQUITY & LIBERATION

Virtual Learning Community

#REALCommunities

April 17 - May 26

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MOVE TO END VIOLENCE
a program of the NoVo Foundation

SYSTEMS OF POWER

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week 4

welcome

week 4

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Facilitators

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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

Acknowledgements

Our Community Agreements

Active Listening

Be Present: Silence Internal Chatter

Push Through Growing Edge

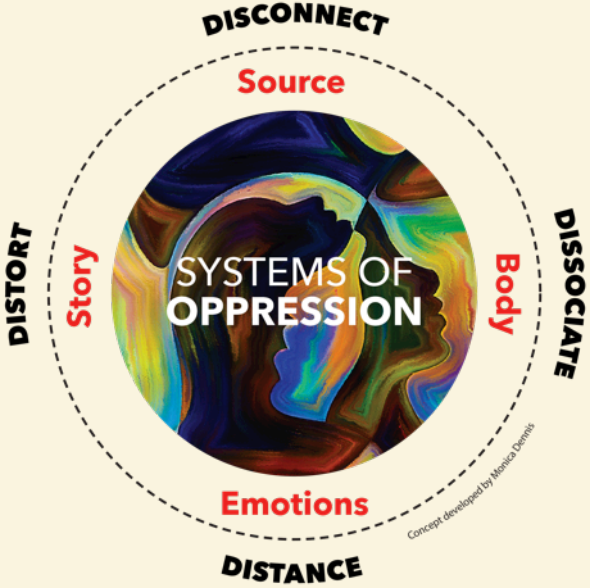
No Quick Fix

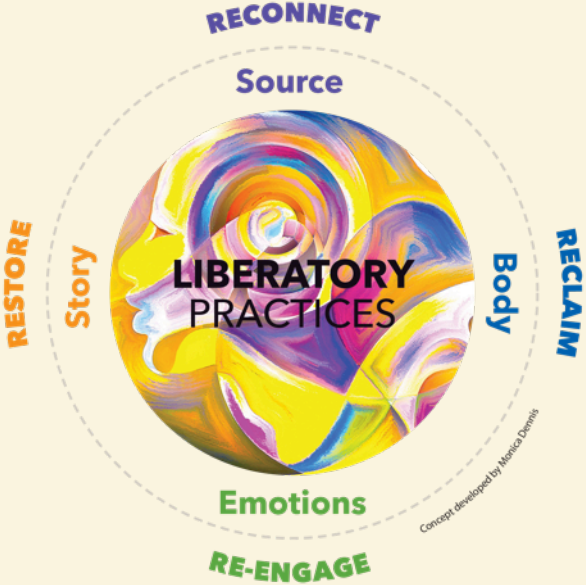
Trust The Process

Racism And...

Intent And Impact

RACIAL EQUITY & LIBERATION





Framing SYSTEMS OF **POWER**

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.

Deep Roots by Nikki Gulley

Framing SYSTEMS OF **POWER**

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

Framing SYSTEMS OF **POWER**

Charles & Carol Stuart

“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

Framing SYSTEMS OF **POWER**

BOSTON HERALD

WEATHER: PAGE 26
Sunny. Highs in the 60s.
TV: PAGE 51
LOTTERIES: PAGE 71

25 Cents 30 Cents (beyond 35-mile zone) ★★★ Tuesday October 24, 1989

'A terrible night!'

Gunman invades car, shoots couple

By DAVID WEBER

A pregnant woman and her husband were shot in Mission Hill when a man forced his way into their car and robbed them after they left Brigham and Women's Hospital last night, police said.

The woman, Carol Stewart, 33, of Reading, reportedly on her way home from a prenatal examination when she was shot in the back of her head, was in grave condition on life support early this morning in Brigham and Women's Hospital, said police.

Her husband, Charles Stewart, age unknown, was in stable condition in Boston City Hospital, with a gunshot wound to his side.

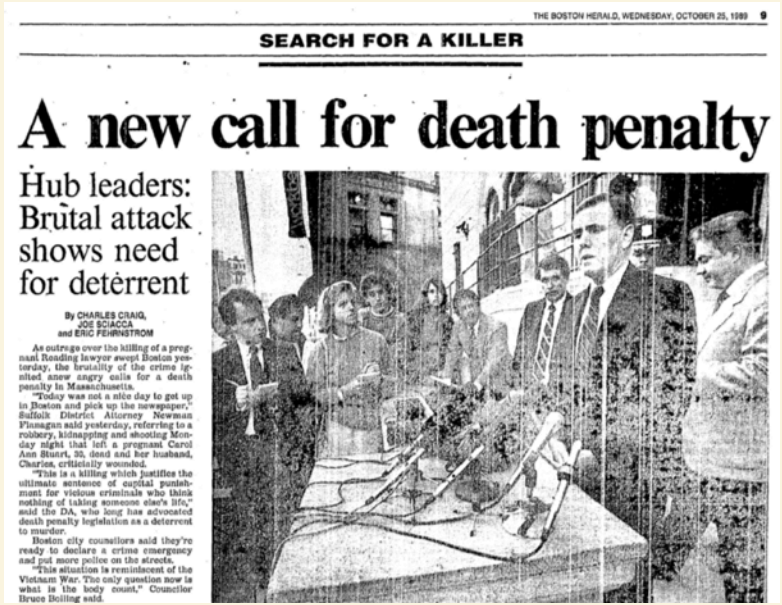
The couple's 7-month-old fetus was delivered by Caesarean section following the shooting, but its condition also was grave.

Mayor Ray Flynn visited the victims' families at the hospitals and later said, "This is a terrible, terrible night for us" in the city.

Flynn said he saw a

Turn to Page 4

GRIM TASK: EMTs work to get into the car of Carol and Charles Stewart, who were shot by a robber in Mission Hill last night.



SEARCH FOR A KILLER

A new call for death penalty

Hub leaders: Brutal attack shows need for deterrent

By CHARLES CRAIG, JOE SCIACCA and ERIC FEHRNSTROM

As outrage over the killing of a pregnant Reading lawyer swept Boston yesterday, the brutality of the crime ignited anew angry calls for a death penalty in Massachusetts.

"Today was not a nice day to get up in Boston and pick up the newspaper," Suffolk District Attorney Newman Flanagan said yesterday, referring to a robbery, kidnapping and shooting Monday night that left a pregnant Carol Ann Stuart, 30, dead and her husband, Charles, critically wounded.

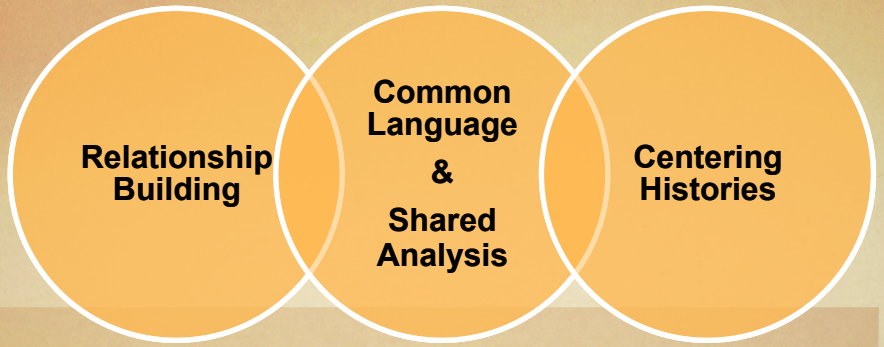
"This is a killing which justifies the ultimate sentence of capital punishment for vicious criminals who think nothing of taking someone else's life," said the DA, who long has advocated death penalty legislation as a deterrent to murder.

Boston city counsellors said they're ready to declare a crime emergency and put more police on the streets.

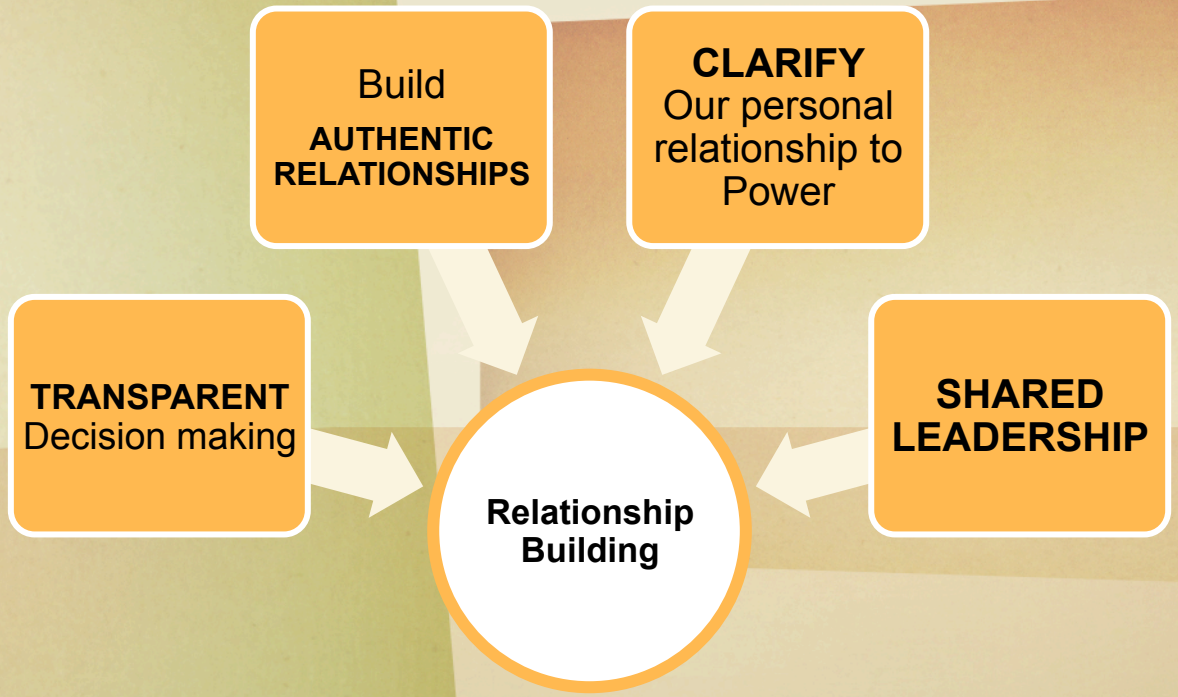
"This situation is reminiscent of the Vietnam War. The only question now is what is the body count," Councilor Bruce Bolling said.

SYSTEMS OF **POWER**

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



SYSTEMS OF **POWER**



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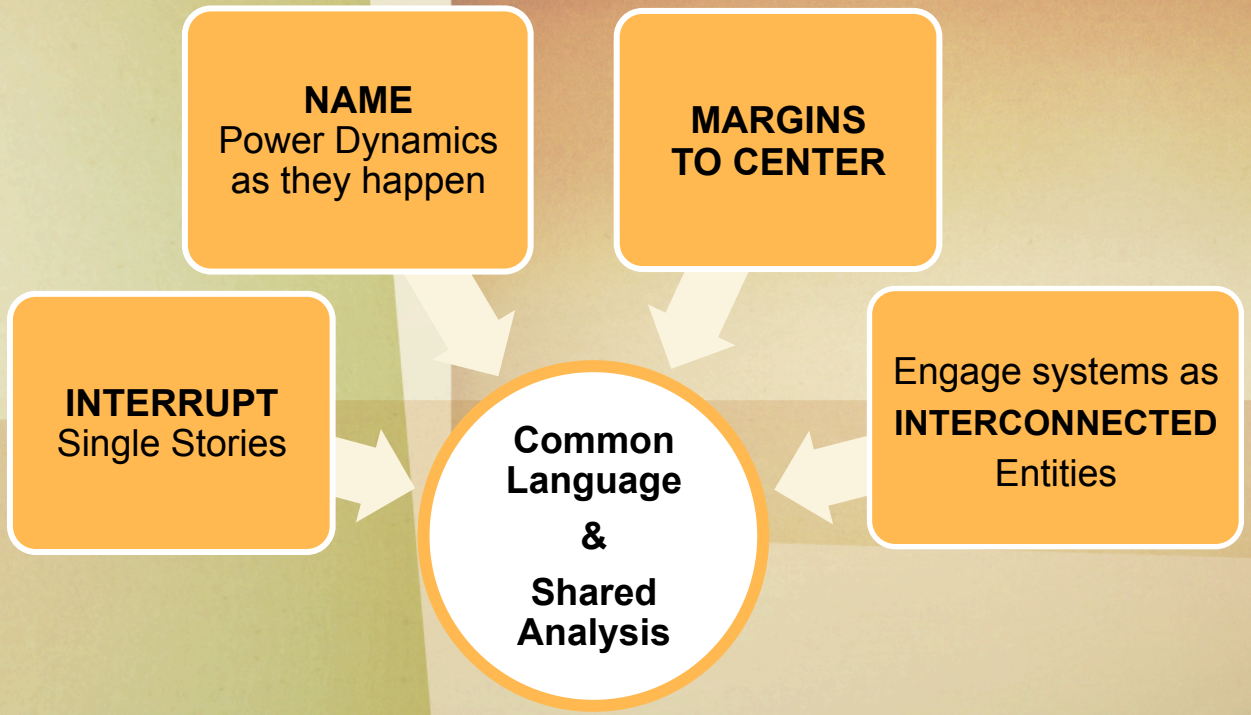

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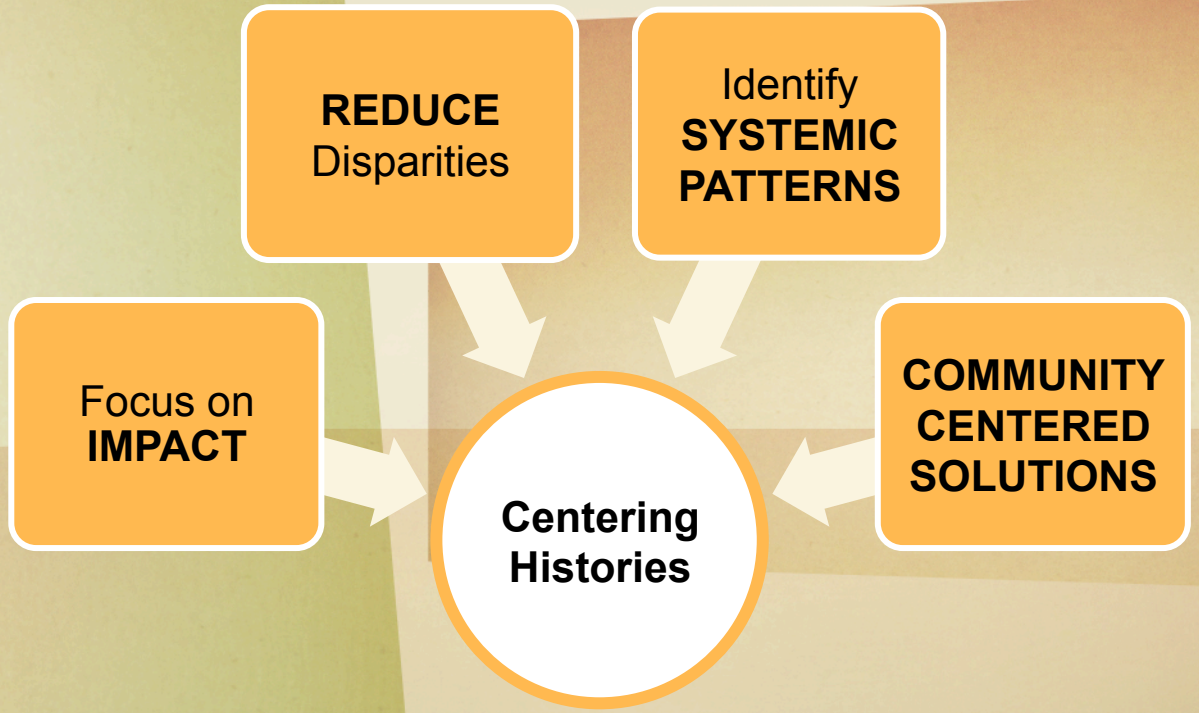

Insights

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?

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Reflections

What's Next?

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- **What messages have you internalized about power?**
- **Notice when and how you analyze power in your daily interactions?**

Artwork: True Colors Mural Project West Oakland Youth Center

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Thank you!