

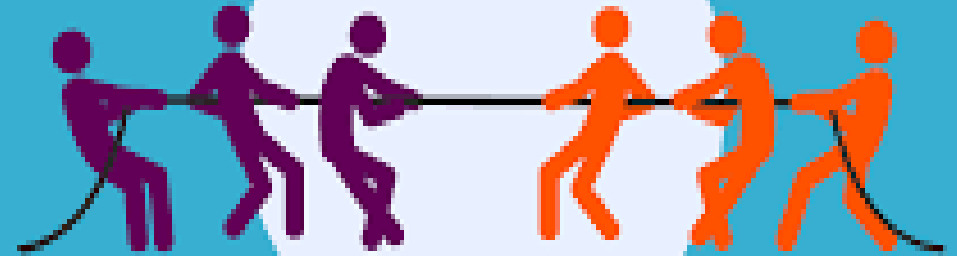


Power Dynamics

Power with, power over, what is power?

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Agenda

What is Power?

- Describing different types of power
- Concepts of Power
- Power dynamics in coalition building
- Areas to explore

Group Sharing

- What does power look like to you?
- What can be done to address power imbalance?

What is Power Dynamics?

- Power dynamics refers to the science and analyses of power negotiation among people and groups, as well as the strategies that facilitate the achievement of goals.
- Power dynamics refer to the distribution and exercise of influence within a social or organizational structure, where one party may hold more power than another due to factors like position, knowledge, or resources.



Through a community lens...

- Community organizing describes power as: “Power is the ability to create or prevent change”
- It is not good or bad, the manifestation of it makes it good or bad.



Sources of Power

1. **Positional power:** Power derived from one's formal role or hierarchy in an organization.
2. **Expert power:** Power based on specialized knowledge or skills
3. **Referent power:** Power stemming from admiration or respect for someone
4. **Reward power:** Power to provide incentives or rewards
5. **Coercive power:** Power to punish or threaten others



Concepts of Power

- **Power Over:** A traditional view of power where you have control, authority, etc.
- **Power With:** Power through collaborating, working together, gaining allies.
- **Power To:** This is the power to make a difference. The power to shape and change the world.
- **Power Within:** Linked to self-worth and self knowledge. Things that give us power.



“

**Power concedes nothing without a demand.
It never did and it never will. The limits of
tyrants are prescribed by the endurance of
those whom they oppress.**

”

Quote Author
Frederick Douglass

Power Dynamics in Coalition Building

Power dynamics exist within all organizations.

Power dynamics are influenced by a variety of factors such as social class, age, race, gender, education level, and cultural backgrounds.

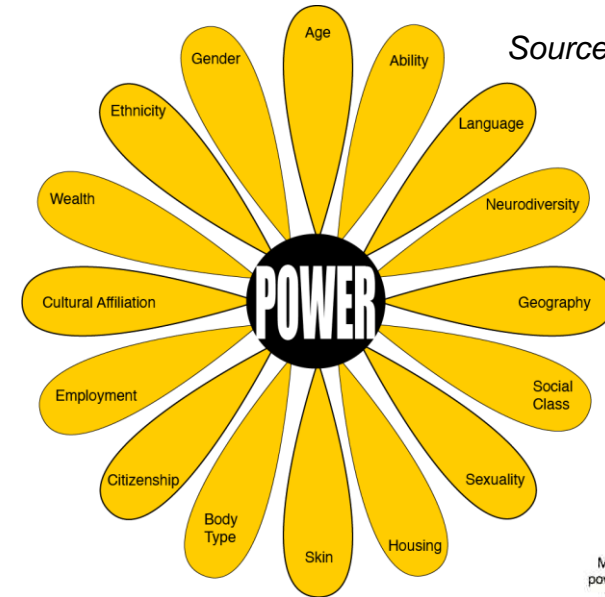
It is important to acknowledge where power lies within coalitions to better address internal conflicts when they arise and to make sure that the coalition equitably shares power while working together.

Power can be perceived through:

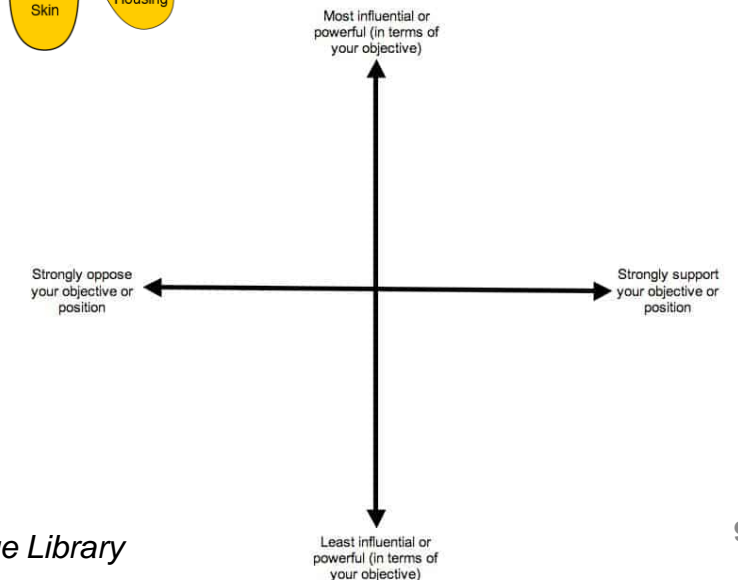
- Time
- Trust
- Money
- Law
- Social Norms
- Numbers
- Shared responsibilities

Areas to Explore pt. 1

- Analyzing power dynamics in groups
 - Recommended Activity: Complete a power flower worksheet with team members and discuss what privileges people hold in the shared space.
- Identifying power imbalances within a group
 - Recommended Activity: Power mapping and analysis exercise.



Source: Giulia, Brock University - Ontario



Areas to Explore pt. 2

- Assessing how individuals use their power to influence decisions
 - Review concepts of power on slide 6.
- Strategies to promote inclusive participation and mitigate power abuses
 - Group exercise today.





Group Sharing

Wicked Problems

Group Questions

Current System

1. Who has power in your coalition work?
2. Which relationships that you identify are system critical?
3. Who or what substantially supports the coalition, but is not directly involved in it? How?
4. Who is losing under your coalition work?

Disruptions

1. How does a power imbalance manifest in different contexts (e.g., relationships, workplaces, social interactions)?
2. What are the potential consequences of such imbalances, and how can they be identified and addressed?
3. What strategies can be taken to elevate voices in your coalition work that are being left out or unheard?



Thank You!

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