

Wicked Problem-Solving Rounds – Peer Problems Identified

Power Dynamics

Who has power in your coalition work?

- Can be challenging and feel a bit unsafe to honestly answer this; need safe spaces.
- Where is community? Where is their power?
- Decisions have to go through a lot of yeses and one no can shoot it down.
- I may have perceived power but not the final decision maker.
- Honestly and transparency necessary; do not allow exploiting private pain of community members
- Why does a collaborative have a higher up to make a decision? It should not be this way in a collaborative. The only way you are left out is if you don't show up. No one should have more power than anyone else in decision-making.
- Lead CBO with a Collaborative operating under them. Lead CBO makes the final decisions. In other areas, Collaborative makes the decisions.
- Yielding power is based in relationships. If I don't have a relationship with you, I am not going to trust you.
- Our CBO has the money and was having discussions and making decisions and telling us how it was going to be done. We had to have courageous conversations and not accept being "told" what to do. The money doesn't mean anything without the people. No one in the community collaborative is going to deal with the top-down approach. This is people's lives, not just the program.
- Understand what the long game is
- We have never even see the budget; the allocation of funds. Decisions are not being made by the people on the ground doing the work.
- Be in the reality of today. How much power do we really have? What are our power gaps? Power mapping is important tool. This has made all the difference in moving and winning.
- Even out the community advisement level at the CEO level.
- Open the space to address past issues, mistakes, challenges, and keep moving forward and building power.
- Resiliency builds strength.
- Honestly reflect – Is TCI actually top heavy?