Understanding Equity & Identity.

Workshop
Part I
Let’s Define
Oppression.

The combination of prejudice and power which creates a system that discriminates against some groups (often called “target groups”) and benefits other groups (often called “dominant groups”), based on social identity.

Examples of these systems are racism, sexism, heterosexism, ableism, classism, ageism, adultism, anti-Semitism, etc.-- and are based in the social identities we have.

These systems enable dominant groups to exert control over target groups by limiting their rights, freedom, and access to basic resources such as health care, education, employment, and housing.
Equity.
Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. (Independent Sector)
Circles of Identity + Mural.

Each of us have multiple social identities that make up who we are.

There is a power dynamic at play for each of us, across each of these identities, all of the time.
Overview of Adultism.

What is adultism?

Adultism describes the systems of privileged attitudes and behaviors that adults have over those of young people.

Adultism is driven by behaviors and attitudes that are based on the assumption that adults are better than young people and therefore entitles them to act upon or on behalf of young people without their agreement.
**SOGIE: Sexual Orientation, Gender Identity, Expression**

**Sexual Orientation:** Describes to whom a person is sexually attracted. Some people are attracted to people of a particular gender; others are attracted to people of more than one gender. Some are not attracted to anyone.

**Sex Assigned at Birth:** Female/Male/Intersex-Other

**Gender Identity:** An individual’s internal, deeply felt sense of being a man, a woman, both, neither, or in-between.

**Gender Expression:** One’s gender expression (e.g. masculine, feminine, androgynous, etc.) is how one embodies gender attributes, presentations, roles, and more.
Pronouns & Why We Ask

What Are Pronouns: (he/him/his, she/her/hers, they/them/theirs, ze/zir) (incomplete list)

Asking pronouns allows us to be equitable in understanding how persons present in the world may not be how they identify.

Understanding that using the wrong pronouns are harmful and violent; perpetuate stigma, and erase identities.
Intersectionality.

Dr. Kimberle’ Crenshaw describes this as the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
Understanding Our Connection to Power

Part II
Let’s define power
Power.

In social science and politics, power is the capacity of an individual to influence the conduct (behaviour) of others. The term "authority" is often used for power that is perceived as legitimate by the social structure. Power can be seen as evil or unjust. This type of power is historically endemic to humans.
## Relationships to Power

### Power Over

Power is viewed as a limited resource.

Driven by fear, one person or group of people dominates or controls another, to the detriment of those whom power is being held over.

### Power To

Power shifting

Can look like someone giving up their place in order to make space for someone else. Can look like shifting resources, decision-making power, etc. to others.

### Power With

Power sharing

Power is viewed as an unlimited resource that expands when shared. Emphasis on "we" and "us". Decisions are made collectively with the welfare of many taken into consideration.

### Power Within

Power resides within each individual in their inherent self-worth and self-knowledge.

Based on Social Identities (race, ethnicity, socio-economic status, gender, sex, sexual orientation, geographic origin, first language, (dis)Ability, age, religious or spiritual affiliation.)
Power Sources

Legitimate Power
This type of power comes from an elected, selected, or appointed position of authority and may be underpinned by social norms. Think of Congress’ power to declare war, or the power of a traffic officer to pull over someone speeding.

Collaborative Power
Our ability to join us energies in partnership with others in paris, teams, organizations, communities, coalitions, and movements.

Expert Power
This comes from wisdom, knowledge, experience & skills (e.g. someone with lived expertise of homelessness)

Personal Power
The manifestation of an individual's energy, vision, ability to communicate, capacity to influence, emotional intelligence, psychological savvy, etc.
Power Sources

**Referred Power**
This comes from connections to others (e.g. a staff member without formal positional power but who has known the ED for years).

**Institutional Power**
Economic, legal, and political power directly wielded by institutions—whether a corporation, non-profit, or your own organization. It exists apart from the individuals who work there at any one time, i.e. brand, membership, skills.

**Collaborative Power**
The cultural norms and conditioning regarding race, class, sexual orientation, gender identification and age that accrue power and privilege to the dominant group. CULTURAL POWER, from the perspective of oppressed peoples, is also a consciousness of community or culture that serves to empower.

**Obstructive Power**
This power stems from the ability to coerce or block—whether implicit, threatened or demonstrated. Those without other sources of power may depend on it. Many activists are experts in its use.
Discussion.
Pick Your Show
Let’s process our personal connection to power.
“There is no such thing as a single-issue struggle because we do not live single-issue lives” - Audre Lorde

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