



Reflections on Power

NLS Anti-Racism Workshop Series

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2 Dec, 2020



Acknowledge that we are on the unceded territories **sk̓wx̓wú7mesh** (Squamish), **selílwitulh** (Tsleilwaututh), **x̓m̓əθk̓wəy̓ə** (Musqueam) and **Sc'ianew** (Metchosin) nations



Online care

- Acknowledge online exhaustion
- Take care of your bodies:
 - Screens off if eye strain
 - Mobilize. Move. Stretch. Especially at break time
 - Hydrate
- Speaker view my reduce distractions...
- Recognize challenge with slides and Miro back and forth - appreciate your patience with this

We will be using Miro for recording your input. More when we get there.



Guidelines

- We are a large group. Help us to maximum the collective process.
- Stay present. Look after your bodies.
- All questions, reflections are welcome through Miro (occasionally chat).
- Notice your response to discomfort, stick with it. Find your ground: Breathe, connect with your body.
- Consent and confidentiality
- Expect and accept non-closure....This is long term work
- In paired breakout groups , while one person is speaking, the other is listening and receiving not asking questions. Notice what arises in you mind and body, but give speaking time solely to your partner.
- Share time equally.



Getting grounded.... Coming together

How are you at this moment? 2 or 3 words

What are you bringing into this conversation?

What are your intentions?

What part of you doesn't want to be here?

Share some of what comes up in the chat box

Framing Assumptions

- We live in a world that is not neutral, within inequitable systems of power that privilege some and marginalize others. Systems of power operate in similar ways whether around race, gender, sexuality...
- We have absorbed considerable misinformation about ourselves and others, which we have internalised, impacting our thoughts, feelings and behaviors.
- Unlearning oppressive attitudes and behaviours is a lifelong journey. Resistance, denial and pain are part of healing and learning to connect across difference. No perfection in this work.
- Building for social, economic and environmental justice requires systemic awareness.
- Working together makes things happen. How we work together is critical.



Goals and Unfolding

- ❖ Power Framework:
 - Personal: Psychological and Spiritual
 - Social: Global and Local
 - Your Questions
- ❖ Break
- ❖ Answering Terminology Questions
- ❖ (Power) Tensions We Hold in our Settlement Work



Stretch and mobilize



Introduction to Power Framework

Power is neither good nor bad. Power is energy, force.

Definition: Power is access/ability to get what one needs/wants through force, impact, influence.

Vital to have. Can be creative force

Key is how it is used. All power can be used and abused. Huge global disparities.

Difficult to master.

Social power

Outsourced sense of authority that is enforced through practices, institutions and force and shifts depending on context

Personal power

Inner, self-sourced sense of authority that remains stable and durable regardless of outer situations, circumstances

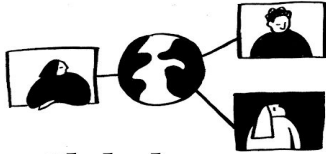
LEVELS

OF

RANK

SOCIAL

PERSONAL



Global

- race
- class
- gender
- sexual orientation
- religion
- physical ability
- context dependent
- seemingly static
- associated with social norms



Local

- seniority
- belonging
- position
- adherence to norms
- communication style
- context dependent
- shifts rapidly
- associated with local norms, values, participants, topics



Psychological

- emotional fluidity
- resilience
- belief in self
- perceptions
- interpersonal skills
- insight into self and others
- equanimity in the face of conflict



Spiritual

- sense of connection to something transcendent
- sense of detachment
- having survived experiences that expand understanding of life and death
- a sense of life's purpose



Psychological and Spiritual Powers

- Psychological and spiritual powers are personal and individual sources of power.
- **Both innate and developed.**
- Critical assets: essential to sustaining us; helping us resist harmful, dominating exercises of power, organizing for change .
- Source of support and learning when tragedy occurs, in setbacks, after defeats.
Guiding compass
- Crucial to develop when faced with low social power.
- Requires internal work and healing.
- Access to development can also be limited by low social power



Spiritual Power

Sourced from connection to something greater than, bigger than our individual selves. To something transcendent

A deep sense of life's purpose. An existential groundedness

Can express as ability to hold different perspectives with empathy, compassion

Not specifically religious though our faith can be source of spiritual power



Psychological Power

Self-Sourced and Unique

Interpersonal skills -- Personality traits and talents -- Life Experience
Emotional Intelligence -- Self Development

When strong: Wisdom, self confidence, insight into self and others, comfort with emotions and managing own, fluid, able to get along with people, able to respond to conflict effectively. Manage crisis and change. Be resilient.



Psychological + Spiritual Power Reflection and Pair share

Reflect (3 min)

- **What are your psychological and spiritual powers?**
- **Where/how do you build or access these powers?**

Pair Share (10 min, shared)

Share questions and reflections in Miro, we'll address them at the end of the power framework section.

Social power

Outsourced sense of authority that is enforced through practices, institutions and force and shifts depending on context

Personal power

Inner, self-sourced sense of authority that remains stable and durable regardless of outer situations, circumstances



Local

Seniority/Position - lots of different examples and contexts

Belonging

Adherence to norms - communication, values, topics

Context dependent

Shifts rapidly

(Reminder: Power is neutral - depending on use/misuse)



Local Power Reflection and Pair Share

Reflect (3 min)

- **Where/In what contexts do you have high local power?**
- **Where/In what contexts don't you have positional power?**

Pair share (8 min, shared) Share questions and reflections in Miro



Movement



Global

Context dependent

Seemingly static - takes a long time to shift

Associated with a “societal ideal” derived from historic and current patterns of domination and control

Has the biggest impact on people’s lives - ability to pursue and realize their dreams

Sustained by stereotypes, bias, privilege, institutions - including laws

Identity Chart

Table adapted by InnerActivist, Jorge Salazar & Camille Dumond - from Hayes, 2001

Social Location	Privileged Group	Not Privileged Group	System That Reinforces
AGE	Adults/Young Adults	Children, Adolescents, Elders	<i>Ageism</i>
ABILITY	Able bodied persons	Persons with disabilities	<i>Ableism</i>
GENDER	Cis-gender men	Female, Transgender, Intersex	<i>Sexism and Transphobia</i>
RACE & ETHNICITY	White/W. European/ N. American (Canada/US)	Indigenous, Black, Racialized people (people of colour)	<i>White supremacy/Racism/Anti-Black racism/Colourism</i>
SOCIAL CLASS CULTURE	Upper and owning class, Middle class (incl access to higher ed.)	Poor and working class (no access to higher ed.)	<i>Elitism/Capitalism</i>
SEXUAL ORIENTATION	Heterosexual	Lesbian, Gay, Bisexual, Queer, Questioning, Asexual	<i>Heterosexism</i>
RELIGION/SPIRITUAL TRADITION (Religious culture)	Cultural Christians, Agnostics and Atheists	Jews, Muslims, Sikhs and all other non-Christian religions	<i>Anti-Semitism/Islamophobia/other religious persecution</i>
INDIGENOUS HERITAGE	Non-Indigenous	Indigenous groups and nations	<i>Colonialism and Pan-Indigeneity</i>
NATIONAL ORIGIN	US/Canada and W. Europe born	Immigrants and refugees	<i>Eurocentrism/Imperialism</i>
IMMIGRATION STATUS	US/Canadian and EU Citizenship	Stateless, precarious status, refugee, undocumented	<i>Imperialism</i>
EARTH	Humans	Other living beings	<i>Anthropocentrism, Extractive Economies</i>

Identity Chart Example - Aslam

Social Location	Privileged Group	Not Privileged Group	System That Reinforces
AGE	Adult		<i>Ageism</i>
ABILITY	Able bodied		<i>Ableism</i>
GENDER	Cis-gender man		<i>Sexism and Transphobia</i>
RACE & ETHNICITY	Brown in South Africa	Brown in Canada	<i>White supremacy/Racism/Anti-Black racism/Colourism</i>
SOCIAL CLASS CULTURE	Middle-class		<i>Elitism/Capitalism</i>
SEXUAL ORIENTATION	Heterosexual		<i>Heterosexism</i>
RELIGION/SPIRITUAL TRADITION (Religious culture)		Muslim	<i>Anti-Semitism/Islamophobia/other religious persecution</i>
INDIGENOUS HERITAGE		Non-Indigenous	<i>Colonialism and Pan-Indigeneity</i>
NATIONAL ORIGIN		South African Indian	<i>Eurocentrism/Imperialism</i>
IMMIGRATION STATUS	Canadian and South African Citizenship		<i>Imperialism</i>
EARTH	Human		<i>Anthropocentrism, Extractive Economies</i>

Identity Chart Example - Jackie

Social Location	Privileged Group	Not Privileged Group	System That Reinforces
AGE	Elder	Old	<i>Ageism</i>
ABILITY	Temporarily able bodied	Health issues	<i>Ableism</i>
GENDER		female	<i>Sexism and Transphobia</i>
RACE & ETHNICITY	White		<i>White supremacy/Racism/Anti-Black racism/Colourism</i>
SOCIAL CLASS CULTURE	Middle Class		<i>Elitism/Capitalism</i>
SEXUAL ORIENTATION	Heterosexual/bisexual		<i>Heterosexism</i>
RELIGION/SPIRITUAL TRADITION (Religious culture)	Western Buddhist		<i>Anti-Semitism/Islamophobia/other religious persecution</i>
INDIGENOUS HERITAGE	Settler		<i>Colonialism and Pan-Indigeneity</i>
NATIONAL ORIGIN	English		<i>Eurocentrism/Imperialism</i>
IMMIGRATION STATUS	Citizen		<i>Imperialism</i>
EARTH	Human		<i>Anthropocentrism, Extractive Economies</i>

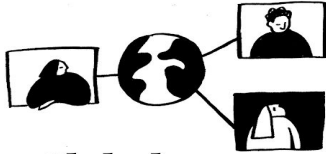
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Global Power Reflection and Pair Share

Reflect (3 min)

Fill out your identity chart - shorturl.at/iyEN2

- What surprised you?
- What feelings came up for you?

Pair share (10 min, shared) Share questions and reflections in Miro



Questions from Power Framework

Personal

Importance of recharging - harder to be empathic when burnt out.

Passing on spiritual and psychological power to others

Disempowerment in personal can make itself apparent through force

Local

Global

Binary systems

Cultural Christians/those who practice

white guilt

Break (15 mins) + Earth Learning Invitation (5 mins)



Find a place to be quiet...Take a few relaxing breaths.

Bring to mind a place, a being which is part of the natural world which had brought you comfort, a sense of belonging. A tree, stream, forest, garden, park bench, an animal with whom you feel connection. Evoke the sense of place or of the other being -- visual, smell, feeling...

With your imaginative attention focused on this place in the natural world, or being, quietly ask the question.what can you teach me about power? Or simply say, aloud or in silence: "Power". See what arises... Let your imagination guide you. Take note of what arises...

Use chat box to share what arose for you....



Terminology questions

- Terms may mean one thing, resonate another way (Affirmative Action)
- Pan-Africanism
- White supremacy
- Black, African American, PoC
- Two-spirit
- Non binary

How to support anti-racism work as a LIP coordinator?

- Cultural assimilation - Internalized racism
- How to create safe space?
- How to approach intersectionality?
- Intent versus impact
- When to use anti-oppression/anti-racism
- Institutional racism/systemic racism
- Colour Blindness -how white privilege sees this as EDI
- White Privilege



Head

One thought, insight and/or question are you leaving with?



Heart

One feeling, emotion and/or body sensation are you noticing in yourself?



Hands

One action you want to start/stop/continue?



Details for upcoming sessions

Anti-Black Racism with Dr Moussa Magassa - 15 January 2021

Indigenous Sharing Circle with Marjorie Beaucage - 25 January 2021



Contact Info for Further Support/Feedback Form

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