

Developing Meaningful Engagement of Lived Experience Advocates Learning Circle

July 2024

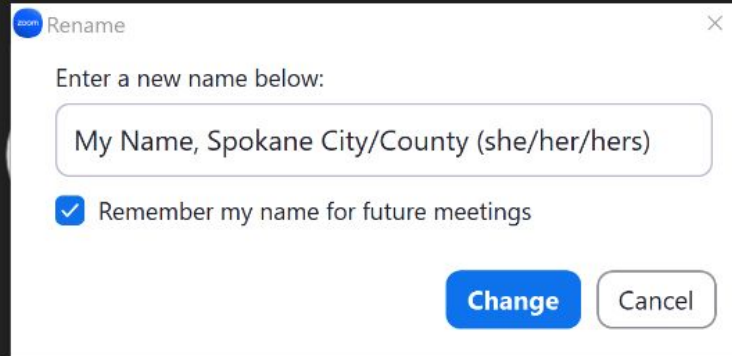
Learning Circle Session

Decision Making & Power Sharing:

Dismantling and Distribution of Power

Welcome!

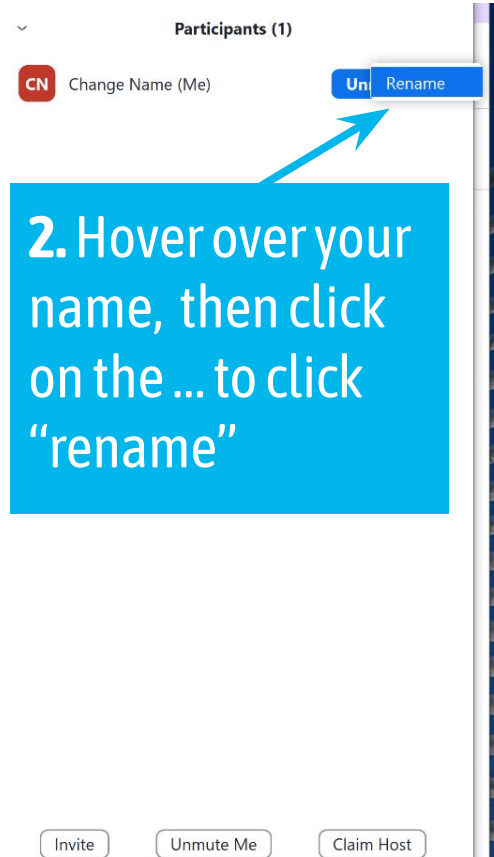
3. Enter your name, City/County & pronouns



A screenshot of the Zoom 'Rename' dialog box. The dialog has a title bar with the Zoom logo and the word 'Rename'. Below the title bar, it says 'Enter a new name below:'. There is a text input field containing 'My Name, Spokane City/County (she/her/hers)'. Below the input field, there is a checked checkbox labeled 'Remember my name for future meetings'. At the bottom right of the dialog, there are two buttons: 'Change' (in blue) and 'Cancel' (in white with a grey border).

1. Click on "Manage Participants"

2. Hover over your name, then click on the ... to click "rename"



A screenshot of the Zoom 'Participants (1)' list. The list shows one participant with a red 'CN' icon and the name 'Change Name (Me)'. To the right of the name is a blue button with a white ellipsis '...' and the word 'Rename'. A blue arrow points from the text 'click on the ... to click "rename"' to this button. At the bottom of the participants list, there are three buttons: 'Invite', 'Unmute Me', and 'Claim Host'.

Who We Are



Taj
Director



Amber
Strategy Lead
PLEH



Elisabeth
System Improvement Advisor
PLEH



Tanesha
Consultant
TSTJ Consulting LLC

BFZ Housing Equity Strategists



James Lee

Consultant
James Lee &
Associates



Tyra Thomas

Consultant
Street Voices of Change



John Brady

Consultant
Lived Experience
Advisors



Jianna Hopkins-Israel

Consultant

Special Guests



Rev. Mandy M. Mastros, LSW

Pastor, Moravian Center of Lancaster



Jen Koppel

Strategy Lead, Community Impact

Agenda

- Introductions of Facilitators
- Overview of Objectives, Expectations and Outcomes
- Setting a Brave Space
- Norms
- Icebreaker Question
- What is power?
 - Forms of Power
 - Who has power?
 - Privilege
- Somatic Break
- Power Dismantling/Distribution of Power
 - How can we power share?
 - What does it mean to power share?
 - Examples of power sharing
 - Enterprise Level
 - Scenario Activity
 - In-Depth Discussion with Jen K. and Pastor Mandy of Lancaster Co. PA
- Resources/ Tools to Power Share
- Close Out

Road to Meaningful Engagement

Your leadership and expertise are critical to how we address the issue

Activity: Co-creation of programs and presentations

PWLEH lead and decide on initiatives

Ensure community needs and assets are integrated into process & inform Planning

Activity: Attendance at Conferences

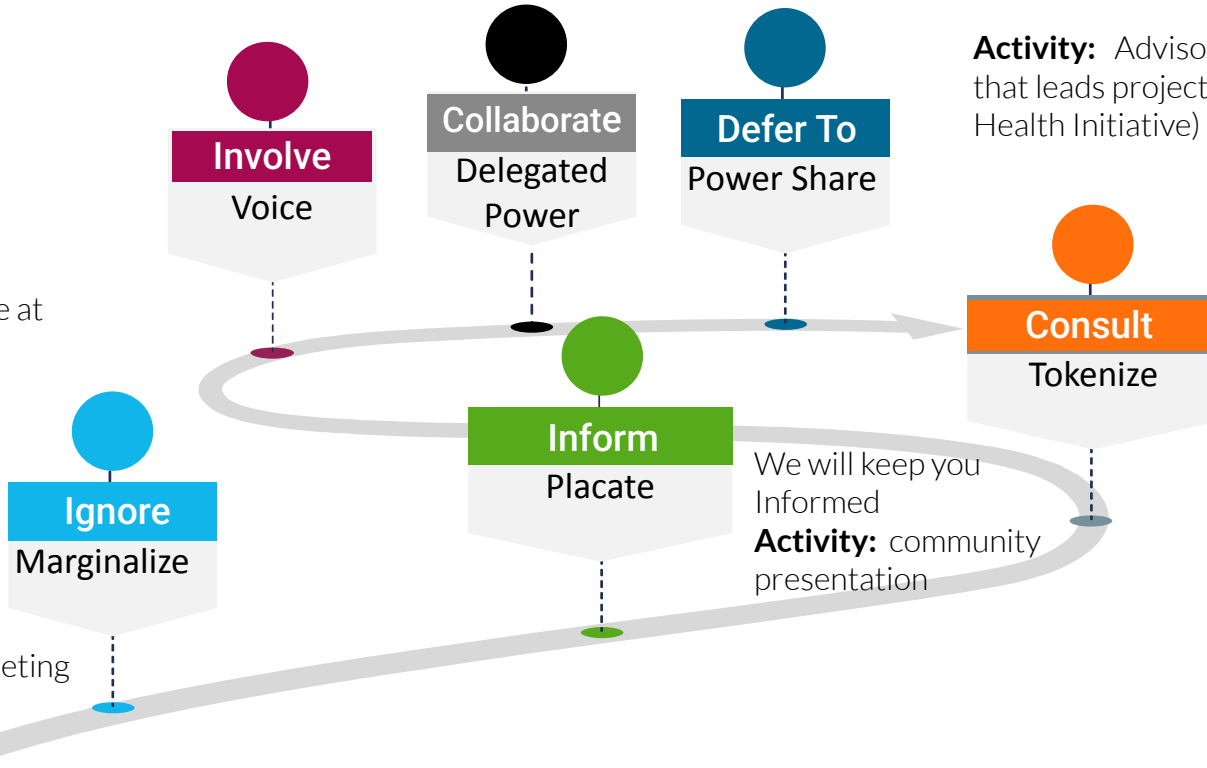
Your voice, needs & interests do not Matter

Activity: Closed Door Meeting

Activity: Advisory Group that leads projects (ie Public Health Initiative)

Gather input from community
Activity: Focus Group

We will keep you Informed
Activity: community presentation



Objective

- To discuss and explore what is power and how to dismantle it through power sharing to foster and build meaningful relationships to meaningfully engaging with people with lived experience.
- Learn power sharing techniques and listen to a discussion from on the ground practitioners.

Expectations

- Participants will be present, committed and reflective.
- Participants will evaluate the current status of their lived experience engagement and think through ways to improve and expand that engagement utilizing best practices and incorporating an equitable lens.

Outcomes

- Participants will be empowered to engage and connect with those most impacted by homelessness
- Participants will be able to use the practices and tools to see the wholeness of the person
- Participants will be able to define key terms and concepts
- Participants will be able to examine organizational readiness as it pertains to power sharing and be able to instill techniques from the session in order to power share and bring equity to their teams to design for solutions to end homelessness

Setting A Brave Space

- A framework to establish guidelines for conversations and behavior foundational to diversity, inclusion, belonging, social justice and anti-racism.
- Creation of an atmosphere of learning and that fosters honesty, sensitivity and respect but also challenges and brings out authentic engagement
- Entitle it a “brave” to reflect that during this conversation we are asking participants to rise and the challenges of genuine dialogue on diversity and social justice issues
- Expectation that participants will engage in authentic dialogue and discussion and that we understand that discussion will NOT be free of discomfort or difficulty
- Encourage participants to be brave in exploring the content that pushes them to the edges of their comfort zone to maximize learning

Norms Setting:

- Controversy with Civility
- Own Your Intentions and Your Impact
- Challenge by choice
- Respect
- No Attacks
- Expect and Accept Non Closure
- Speak Your Truth and Accept Discomfort
- We are ALL Learning
- Sit in Your Feelings
- Confidentiality
- Provide Grace
- Make Space
- Be Present and Care for Self

Characteristics of Intergroup Dialogue

Discussion	Debate	Dialogue
Conceptual and/or conversational	Competitive	Collaborative, towards a sense of community understanding
Present ideas, often in a "clean" or "sophisticated" way	Success or win, often by proving others' logic to be "wrong."	Re-evaluate and acknowledge assumptions and biases
Share information, seek 'neutral' conclusions	Focus on 'right' and 'wrong' through evidence	Bring out areas of ambivalence
Seeks answers and solutions	Look for weakness	Look for shared meanings
Give answers, often those in accordance with academic standards	Search for flaws in others' logic; critique their position	Discover collective meaning; reexamine and destabilize long held ideas
Listen, in order to find places of disagreement or to gather rational pieces of an argument	Listen, in order to form counterarguments	Listen without judgement and with a view to understand
Avoid areas of strong conflict and difference	Focus on conflict and difference as an advantage	Articulate areas of conflict and difference.

Intention

**BE THE REASON
SOMEONE FEELS
WELCOMED, SEEN,
HEARD, VALUED, LOVED.**

THE POETICS

W RESTAURANT

OUTFRONT

Icebreaker:

**What is your superpower
and how do you utilize
that super power in this
work?**

Power :

"I am not interested in power for power's sake, but I'm interested in power that is moral, that is right and that is good."

Martin Luther King Jr.

**Power &
Privilege :**

Types of Power

- ❖ Personal
- ❖ Positional
- ❖ Expert
- ❖ Relational
- ❖ Cultural

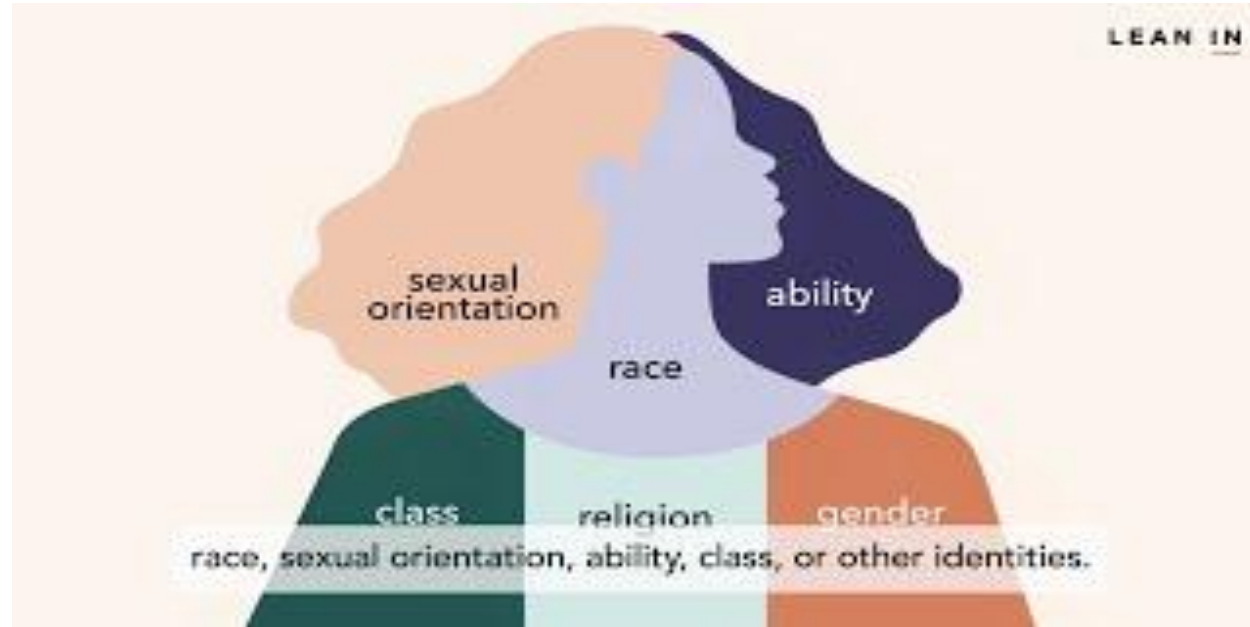
Targets of Oppression vs. Agents of Oppression:

Targets of Oppression: members of social identity groups that are disenfranchised, exploited, and victimized in a variety of ways by agents of oppression and the agent's systems or institutions. Targets of oppression are subject to containment, having their choices and movements restricted and limited, are seen and treated as expendable and replaceable, without an individual identity apart from their group, and are compartmentalized into narrowly defined roles.

Agents of Oppression: members of the dominant social groups in the United States, privileged by birth or acquisition, which knowingly or unknowingly exploit and reap unfair advantage over members of groups that are targets of oppression.

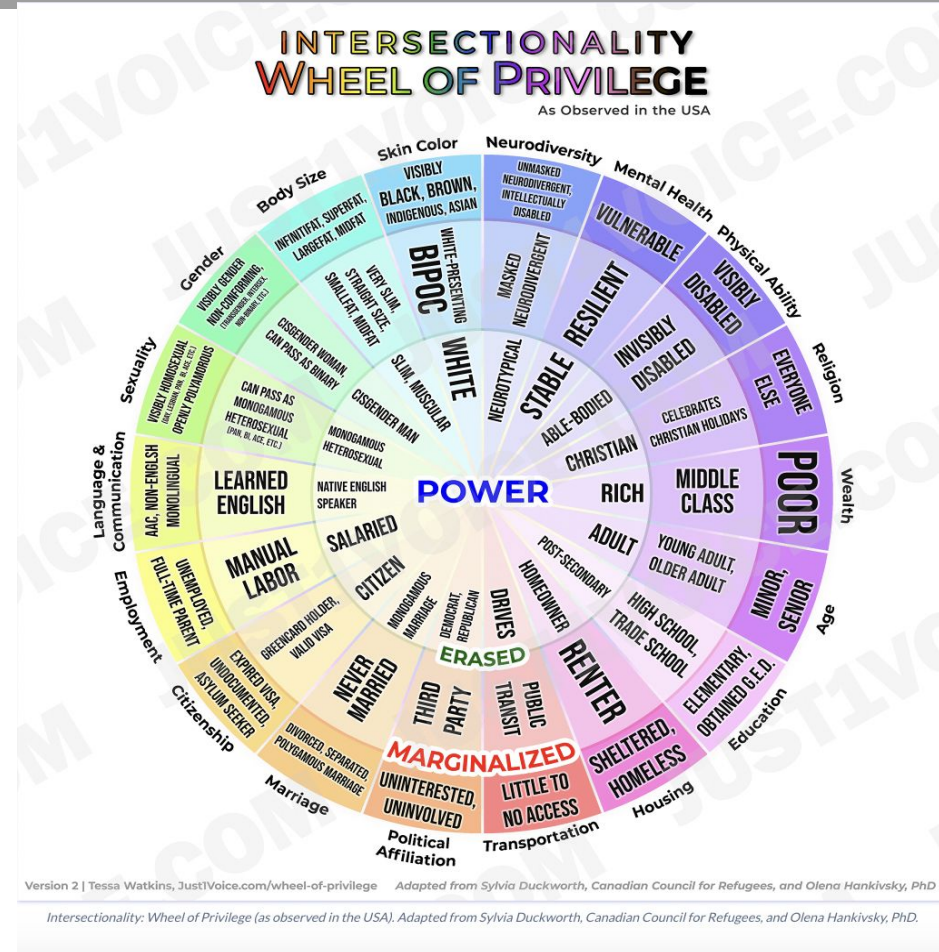
What is Privilege?

**Power &
Privilege:**



Wheel of Privilege

- Visualizes various aspects of identity and how they interact to influence individual's experience of privilege and marginalization
- Highlights how different social categories intersect and overlap contributing to the complexity of privilege and oppression in the US



Somatic Break:



Dismantling Power:



Power Share

A practice wherein a group distributes power - whatever type- among themselves according to agreed rules. The agreed rules can be a formal framework or an informal practice that regulates the distribution of power between the members of the group.

How to Power Share:

- Inserting power levels/types in agenda (naming the power and acknowledging the types of power)
 - Outlining people's expertise (will need to know those in the group)
- Establish Norms in the group
 - Brave Space Framework
 - Norms
 - Commitment to Emotional Well Being
- Ensure remove jargon and use common language and be open to questions and provide definitions or a glossary prior
- Set a time that works for everyone
- Equitable Pay, pay as anyone else
- Encourage voice at the table and be transparent in what power the group has and what can be done and what cannot be done within the group
 - Ability to impact and set agenda
 - Have peer connections
 - Be inclusive and be aware if having watercooler conversations
- Practice restorative justice to ensure that harm is not perpetuated and all are held accountable

**Power Share
Discussion:**

In Depth Conversation w/ Special Guests

Survey

Please take a few minutes to take the survey.

Your feedback is very important to us.



<https://survey.alchemer.com/s3/7929198/bfz-s-pwleh-learning-lab-july-2024-survey-copy>

Resources...

Books:

- *Leader's Guide to Unconscious Bias: How to Reframe Bias, Cultivate Connection, and Create High Performing Teams* by Fuller, Murphy , and Chow
- *Power Sharing New Challenges for Divided Society* by O'Flynn and Russell
- *Power Sharing in Deeply Divided Spaces* by McEvoy and O'Leary

Websites:

[Project Implicit](#)

We thank you for your interest and appreciate your time to participate in today's learning circle session.

Please direct any and all questions to:
pwleh@community.solutions

Office Hours: July 25, 2024 10 am - 12 pm EST