



DAY 2

UniServ Foundations Academy

DAY 2 Entry



Today – Please make sure there are 5-6 people per table.

Please do not sit with anyone else from your state and no one that you sat with yesterday.

There are 4 leadership quotes in your book to consider...

- Each of these have something to do with the topics of power, leadership and organizing that we will be discussing today.
- Throughout the day, look for connections and reflections that are linked to these quotes. There is a handout on p.40 in the Day 2 portion of your packets for you to write your thoughts.
- We will return to these at the end of the day.

Feedback on Feedback

XXXX

Agenda Review - Today

- 8:30 – 10:15 -- Power
- 10:15-10:30 -- Break
- 10:30 -12:00 -- Power Analysis and Organizational Culture
- 12:00 -1:00 -- Lunch
- 1:00 – 2:30 -- Shifting power
- 2:00 – 2:15 -- Break
- 2:15 - 4:15 -- Leadership and Organizing
- 4:15 – 4:30 -- Wrap Up and Reflect
- 4:30 – 5:00 -- Adult Choice Networking



Community Agreements p. 2

Using Self-Awareness and Self-Knowledge

Listening for Understanding

Being Gracious

Staying Engaged

Being Open and Suspend Judgment

Saying "I"- tell your truth

Seeking Discomfort

Reaching Empathy

Expecting Non-Resolution and Non-Closure

*Adapted from "Embracing equity and inclusion", Annie E. Casey Foundation



Jeny

Getting Graphic About Day 1

Each table has only one sheet of chart paper

Only pictures - no words, letters or numbers

Must be a joint effort, all table members should contribute



Hedy



What is Power?

Groups of 5 - by looking for ways your group members are visually alike - and STRIVE to make them "new to you" people

Dress Up Like "Dominoes" They Said...



Credit: agriamedia (Reddit User)



What is Power?

No electronic device support

Determine a commonly agreed upon definition of power

Report out – One Sentence, Why you are alike and your definition of power.

Dress Up Like "Dominoes" They Said...



Credit: agriamedia (Reddit User)



What does this clip tell us about power?

The very first thing he says is . . .

What power can look like



What did you see?

How was power displayed?

What did Cersei show us about power?

Consider this

Power is

- The ability to act
- The possession of control, authority, or influence over others
- Knowledge? Think about all the things we know that have gotten us nowhere . . .



What does power mean in our work?

Stay in your same group of 5

Discuss the following:

- Describe a time you personally felt powerful?
- Do you feel powerful in your work as a UD?
- Do your members feel powerful or empowered?

Dress Up Like "Dominoes" They Said...



Power Debrief – Content on p. 41-45

Dress Up Like "Dominoes" They Said...



What patterns arose in your conversation?

What did you hear that you found resonated with you?

When do our members feel powerful?



Power Debrief – Content on p. 41-45

Dress Up Like "Dominoes" They Said...



Is it important to have discussions about power with your members?

Why?



Key Points

Power is the ability to act; possession of control, authority, or influence over others.

Power is not fixed

Power is part perception, part relationship, part capacity – organizing encompasses all of these.



Halimah

What is Oppression?

Oppression is...
the exercise of authority or power in
a burdensome, cruel, or unjust manner.



What do our members face?



Debrief



3 Questions to Ask p. 46

What is your truth?

3 QUESTIONS TO ASK YOURSELF

BEFORE ENGAGING WITH OTHERS

What is your truth? How do you see the issue of race play out in our country, community and schools? What experiences have you had growing up and as an adult that have informed your view of race? Has that view shifted over time? Why? Why not?

Before we start any dialogue, it's important to check in with ourselves and understand what experiences (both positive and negative) we are bringing to the discussion. This is our lens through which we see and understand our world. When our core truth is clear to us, only then can we evaluate our understanding and begin to ask more questions.

What is your truth?



3 Questions to Ask

What do you value?

What do you value?

What do you value? How do your beliefs about your students, your culture and/or your faith influence what you value? What results do you want to see for our nation's students and our public schools? How do these values influence your perspectives on race?

Our values form the core of how we relate to our nation's problems and opportunities. When we understand our own values and priorities we are better positioned to enter sensitive discussions with a set of shared beliefs.



3 Questions to Ask

What is your privilege?



What's your privilege?

What's your privilege? What are the ways that you might have advantages over other groups of people (this could be by your race, gender, socio-economic status, immigration status, etc.)

Each of us (yes, even the most disenfranchised) has an identity that benefits from the exploitation of another group, so understanding our own privilege is essential to dismantling oppression. Having privilege also doesn't mean that you haven't experienced oppression in other ways. But without awareness of the ways we have structural advantages in our lives, we cannot understand all of the ways privilege and oppression intersect through issues like Institutional Racism.



Key Points

Each of us has an identity that has allowed us a privilege.

When we experience a privilege – someone has been oppressed.

We don't need to feel guilty – what we need is to reflect on what are we going to do.

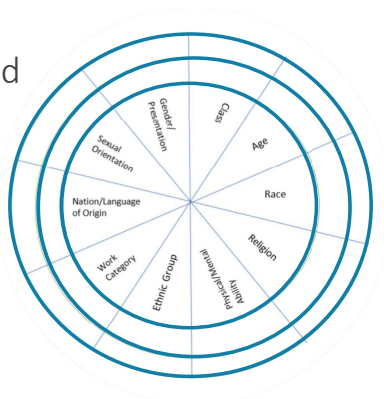


BREAK

Barb



Power Shield
P. 47



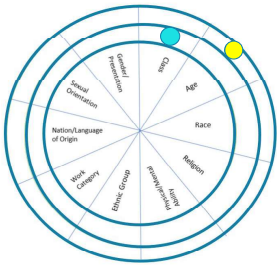
Definition of
Privilege

A special right, advantage, or immunity granted or available only to a particular person or group



Your
thoughts...

Power Shield Activity p.47



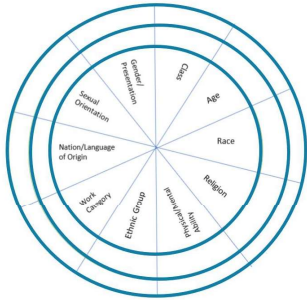
Analysis of Power and Privilege as
Individuals

- Inner Ring – Dominant Identities
- Outer Ring – Oppressed Identities

First on your own then discuss as a
group



Power Shield Activity



On your own --

Mark the inner or outer ring of each trait to describe your identity.

Consider as a table group:

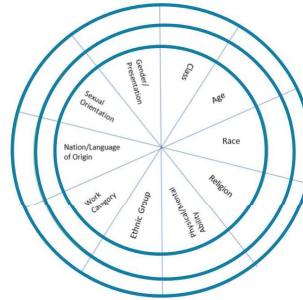
How many of your segments are not dominant, meaning you do not share those areas of power conferred by society?

What insight does this provide on how you have been treated as a person of privilege or a marginalized person?

Which Identity brings you the most discomfort or confusion?



Power Shield Activity



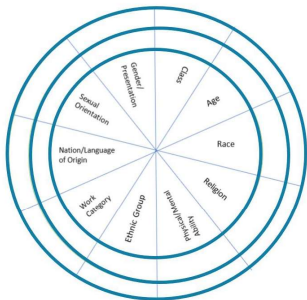
Let's Move --

Notice the stations around the room correlated to the shield.

Which identity of yours do you think about the most? Move to that station, discuss your reasons why, and report out.



Power Shield Activity



Which identity of yours do you think about least? Move to that station and discuss:

Why don't you have to think about it as much?

What could that mean in terms of your identity?

How can you leverage that power/privilege for marginalized people in your scope of influence?



Power Analysis Debrief

How did you feel as you completed your own?

What are ways you might use this in your work?

- With members
- With your colleagues





Key Points

There are intentionally built systems that privilege some and oppress others.

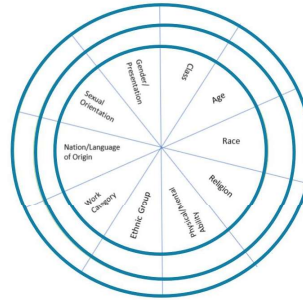
We each have an identity that allows us to be privileged, and each has been oppressed due to an identity.

We have the ability to use our agency to act and unify to create and use power.

For deeper learning on harnessing power in coalitions, see sessions on TUSJ and ESP Organizing



Power Shield Activity- when you go to lunch



Everyone--

Place your dots on the large poster as you marked your handout.

The composite picture will tell us what you think about your privileges as a group.



How do you define organizing? p. 50

As a table group:

Write a brief definition of organizing

(...not how you arrange shoes in your closet)



Jeny

Defining Organizing

Organizing is people coming together to collectively create the change they want to achieve. It is people joining together to work toward common goals.



Defining Organizing



In 2002, Marshall Ganz's article in *Social Policy*, titled *What is Organizing?* described organizing this way:

Organizers identify, recruit and develop leadership, build community around leadership, and build power out of community. Organizers challenge people to act on behalf of shared values and interests. They develop the relationships, understanding, and action that enable people to gain new understanding of their interests, new resources, and new capacity to use these resources on behalf of their interests. Organizers work through “dialogues” in relationships, interpretation, and action carried out as campaigns.



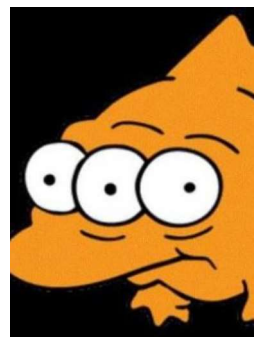
Defining Organizing



NEA, Affiliates and Locals organize to build power to make change. Our power comes directly from our members.

To successfully build power, we must engage members and increase membership.

To engage and increase membership, we must understand the issues our members care about—understand their self-interest.



3 Ways to Look at Affiliate Culture

Find the 3 handouts on Organizing Culture

Tables 1 and 2: Review p.51-52

Table 3 and 4: Review p.53-56

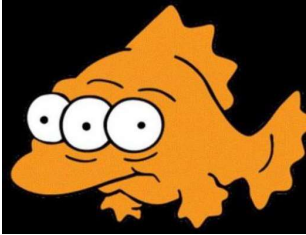
Table 5 and 6: Review p.59-62

With your group – review your handout and discuss:

- What do you see that relates to your situation?
- What do you see that is different from your situation?
- How could you use this information in your work?



3 Ways to Look at Affiliate Culture



Separate into triads.

- 1 from each handout

Share your impressions on each of the 3 handouts on Organizing Culture

With your triad – review the handouts and discuss:

- How could you use this information in your work?
- Which format are you more comfortable with or do you find more applicable to your situation?



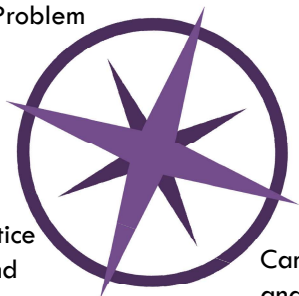
What did you find?

Jessica



What is the role of the UD?

Contract Manager
and Lead Problem
Solver



Resource
and Skill
Developer

Social Justice
Activist and
Advocate

Campaign
and Organizing
Leader

Corner Discussion

Discuss and chart answers to the
following three questions:



In this perspective, where is the power of the organization?

In this perspective, who is actively engaged?

In this perspective, who is MOST responsible and accountable?



What does it all mean?

Lunch



Key Points

Power is built through organizing.

Only providing services builds no collective power.

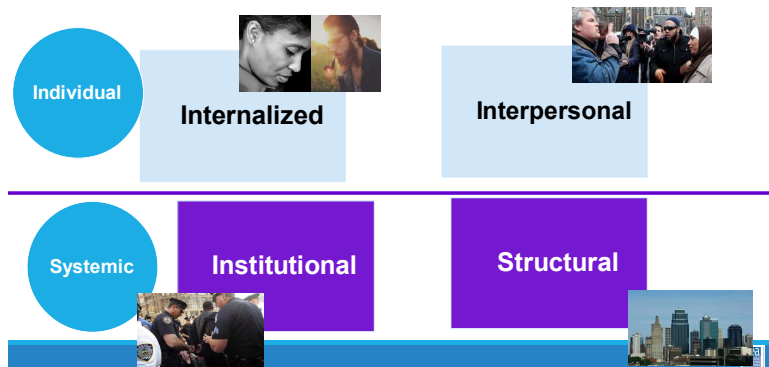
Your organizing approach shifts as a group's capacity and structures are built.



Matt and Linda



Expressions of Oppression - p. 21



Power Shift

Review:

Institutional Racism is the systematic distribution of resources, power and opportunity in our society to the benefit of people who are white and the exclusion of people of color. Present-day racism was built on a long history of racially distributed resources and ideas that shape our view of ourselves and others. It is a hierarchical system that comes with a broad range of policies and institutions that keep it in place.

Unintentionally, our own organizations may also be doing this.



Power Shift – What can I do?

Personal Choice Points

- Where we sit
- Where we shop
- Who we meet with
- Where we spend \$



Power Shift – What can WE do?

Institutional Choice Points

- Planning
- Partners
- Policies
- Budget
- Personnel
- Practices
- Governance



Challenges and Aspirations

At each chart you will create two columns, one titled "Aspirations" and the other "Challenges"

You are only going to be working on Aspirations and Challenges at this point

Chart how your organization is doing.

- Describing a Challenge – what your organization is not doing all that well
- Describe an Aspiration – what you wish your organization was doing

Framework for Responding to and Redressing Expressions of Racism

Be

- Be explicit – This is what the problem is – look for a root cause

Focus on

- Focus on the impact not the intent - how is this actually playing out.

Tie

- Tie it to a strategy not a morality – NOT -“it’s the right thing to do” - but WHAT are we going to do

As a team – what are the Possibilities (think plan, solutions, actions) to turn one of the challenges toward the aspirations.

What are some actions you determined you could do at each chart?

[illegible]

Race compounds every other oppression due to the way the United States has historically used race.

We each can work on being race literate at a personal level.

In our work – we focus on helping the collective create changes at systemic levels.



BREAK

Barb



Who are leaders?

Let's Review ...

Organizing is identifying leaders and coordinating them into leadership teams, Building community and commitment around common goals, Building power from the resources of that community, Using that power strategically to make concrete change in the world.



What to look for -



In the next three slides you will see version of this "barbell"

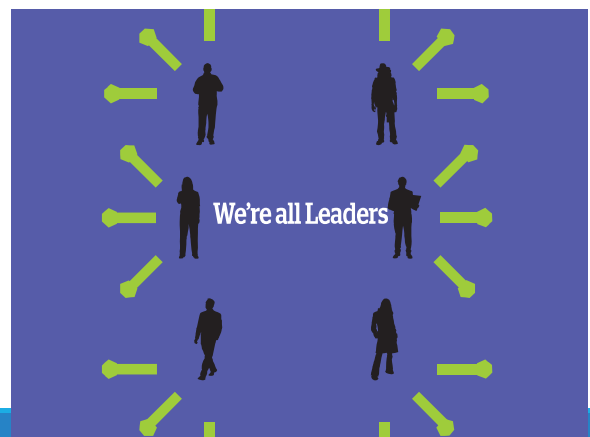
The line portion of the shape represents relationship, resources, and connectivity

The ends represent accountability and responsibility

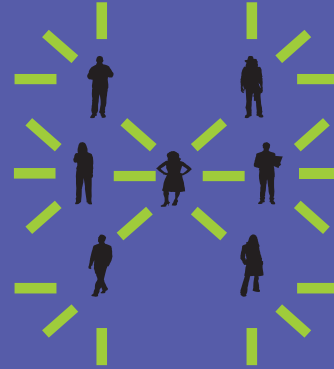
Pay attention to WHERE the ends are pointed.



If you are the only leader...



Interdependent Leadership



Remember interdependent leadership...

Who are leaders?

Leaders are those who take responsibility for enabling others to achieve purpose in the face of uncertainty

Leadership is a PRACTICE
not a position



Quotes p.40

HOW DO THESE MODELS OF LEADERSHIP
CONNECT TO THESE QUOTES?



Key Points

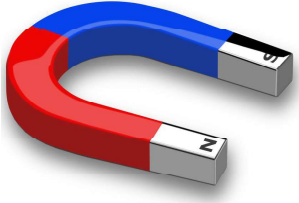
Our primary job is to identify leaders who can share power, responsibility and authority.

We support members and leaders by helping them identify structures that distribute power, responsibility and authority.

We are not the leaders – we are a resource and coach.

Hedy



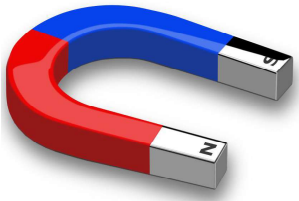
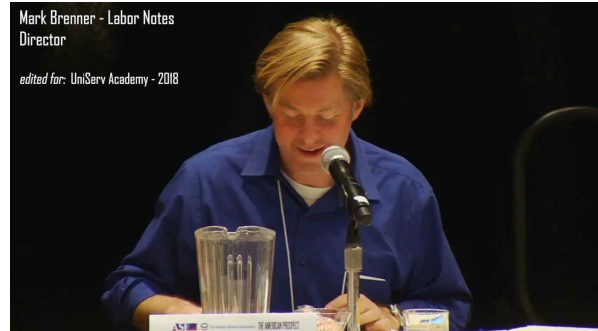


Magnetic Ideas

P. 74 to take any notes was you listen

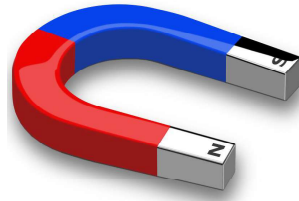
Raising Expectations
Terrified of the Public
Institutional Pessimism
Insurgency in the Labor Movement
Power is the Ability to Disrupt
Politics Within our Organizations

What do we need to do?



Magnetic Ideas

Raising Expectations
Terrified of the Public
Institutional Pessimism
Insurgency in the Labor Movement
Power is the Ability to Disrupt
Politics Within our Organizations



Magnetic Ideas

What is the role of the UD in an affiliate around this idea?

Key Points



- We need to know who our members are.
- We need to listen for their issues.
- We agitate them to lead actions.
- We support the development of DEMOCRATIC structures allowing broad member engagement.
- Change is disruptive.



Key Points



- Your People are the source of Power.
- Power is built through organizing.
- Providing ONLY services builds no collective power.
- Your organizing approach shifts as a group's capacity and structures are built.



Where do we begin?

Who are my people?

What are their issues?

What are they willing to do to make the change they want?



Grat



Meet Enchanted
County Schools

p.63-73



Meet Enchanted County Schools

- p. 63-64 - District Level = Background info
- p.65-73 Scenarios = 9 worksite problems



Evaluation Time

Located on email

There's Power in the Union...



<https://www.youtube.com/watch?v=DwbzxemJZlc>

