

RACIAL EQUITY & LIBERATION

Facilitated by Monica Dennis & Rachael Ibrahim



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week 4

Pework

IDENTIFYING SYSTEMS OF POWER

A power analysis focuses on the root causes of an issue rather than individual behaviors. The practice surfaces the causes of inequity, not just the effects; and **shifts the focus from symptoms to systems of inequity**. It also generates an array of possible solutions and strategic interventions aimed at fundamental and lasting change.

A power analysis asks:

- What are the external factors that are influencing and shaping our reality?
- What's the context in which we find ourselves? What role do institutions play?
- How are policies, practices and programs creating unsatisfactory outcomes for some and expanded privilege for others?
- What single stories, implicit biases and cultural norms reinforce the inequities?
- What cycles and patterns can we identify?
- Are the people most impacted by the issues at the center of the process? Are they shaping, creating and/or leading our response to these issues? If not, what are the barriers to their participation and leadership? Do we engage them as powerful leaders?
- Where are the opportunities to interrupt a pattern or to create something new?

This week's practice: Identifying Systems of Power



Check out "**Born Poor, Stay Poor: The Silent Caste of America**" by Author & Policy Expert, C. Nicole Mason, and reflect on the power analysis questions provided above.

This week's practice: Identifying Systems of Power

Listen to Marvin Gaye's [What's Going On?](#)

(To follow the lyrics, once the link is open, click the Show More option which appears under the video)

Create an artistic reflection (drawing, doodling, poetry, sculpture, poetry, free writing, journaling, collage, word cloud, movement, song, etc.) **of the following:**

- What's your interpretation of the song?
- What's your power analysis?
- What issues, if any, are relevant today?



Storyteller Andrew Sta. Ana shares his thoughts about personal, familial, communal, and cultural power:



Thanks for reviewing this lesson.

This topic will be discussed during the webinar where we'll be talking with **Andrew Sta. Ana** and **Lynn Rosenthal**.