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**A Gathering for BIPOC  
in Public Media**

# Announcements

Share what's happening in your world.

See what was shared in our [Announcements Doc](#)



Spread joy and encouragement by sharing personal or professional achievements



Promote industry-wide job opportunities, networking events, and learning offerings



Show love for up-and-coming BIPOC creators and businesses



# Unveiling Power

## Objectives:

- Understand what power is, how it's defined and its nuances
- Unravel visible and hidden hierarchies
- Consider ways of leveraging our individual and collective power

## Town Hall Guidelines:

- Focus on behaviors, not stations/organizations or individuals
- Speak freely and from personal experience; make space
- Listen, reflect and reply with compassion
- Be courageous; say what needs to be said



# What is Power?

*“Power is the ability to direct the actions of others or the course of events.”*

## How else can we define power?

- By proximity - being close to board/leadership
- Taking ownership of our destiny; turn tragedy into triumph
- Using our voice and speaking out against injustice
- Strength and energy; it can be taken or given
- Strength in numbers (as a collective), but have to find trusted allies
- Influence
- Pressure of the moment

# (Some) Types of Power

Social Psychologists John French and Bertram Raven - 1950s & 60s

- 🏆 Legitimate - Typically Appointed; GMs, Managers, VPs, Supervisors, etc.
- 💰 Reward - Offer/deny tangible, emotional or social benefits; Promotion/Demotion
- 😊 Referent - Influence even without hierarchy; Respected & well connected
- 📖 Expert - Extensive technical knowledge & experience; Constantly upskilling
- 🌀 Coercive - Focus on discipline for undesired results or underperforming
- 😬 Informational - Privy to sensitive information; “Loose lips sink ships”

## **What's Missing? Are there other forms of power that we should consider? What other dynamics should we examine when dissecting the nuances of power?**

- [Pet to Threat](#) - as coined by Kecia Thomas, the “Pet” is highly favored (power over) at first; over time as they gain power in the org, they are deemed a “threat” by the same people that hired them.
- Collective Power - Can be used for positive or negative (mobbing) intentions.
- Conditional Power - Put into a position of power, but not included in the spaces where real decisions are being made; unfair/inequitable access to power.
- Reclaiming Our Joy - Going outside of spaces where we may be powerless; not letting work consume your power.
- “Boys Club” - When the CEO is besties with the Board.
- Silent Leader - Quiet presence and awareness while collecting receipts and using position to influence.
- Impact Power - Where you sit in the organization, does your role directly impact the orgs mission.



## **What's Missing? Are there other forms of power that we should consider? What other dynamics should we examine when dissecting the nuances of power?**

- External Power - Reliance on funders and who station leaders answer to.
- Status Quo - People being resistant to change.
- Fragility vs Emotional Strength - When emotions get in the way of processing/learning/progress. Also, walking on eggshells around emotional leaders.
- Motives - What drives everyone, rooted in values; power can be given or taken when you do not share the same motives as people with power.
- Power of the press - the power/influence we hold as an industry.
- Cultural differences within the organization.
- Dominant groups within the organization and double privilege i.e. being the boss and being in a dominant group.
- Our networks and their power and influence.

# Leveraging Our Individual and Collective Power

## We ALL Have Power ⚡

- Analyze the type(s) of power you hold. **How are you using your power?**
- Pay attention to how your colleagues use (or abuse) the power they have. **Observe when power is exerted visibly versus covertly.**
- “If you want to go fast, go alone. If you want to go far, go together.”  
**Are you with people you trust?**
  - Shedding Fear - Practice and lean into **agency** (focusing on what you can control and asserting yourself); create **psychological safety** around you.
  - **True supporters/allies will have your back in rooms you are not in.**



# Resources

[Power in the Workplace: Who Has it? How is it Used? And How Can You Get it?](#) - KnowledgeCity

[Dynamics of Power in the Workplace](#) - University of Minnesota, College of Continuing & Professional Studies

[What Great Teams Do Great: Race and the Power Dynamic](#) - Humanergy

[The Persistence of Pet to Threat](#) - Kecia Thomas, Forbes