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A Gathering for BIPOC in Public Media



Share what's happening in your world. See what was shared in our <u>Announcements Doc</u>

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

Y 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

Service - Focus on discipline for undesired results or underperforming

Informational - Privy to sensitive information; "Loose lips sink ships"

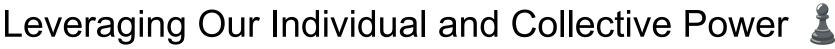
Adapted from <u>Power in the Workplace: Who Has it? How is it Used? And How Can You Get it?</u> - KnowledgeCity

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?

- <u>Pet to Threat</u> 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.





We ALL Have Power \neq

- → 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

<u>Dynamics of Power in the Workplace</u> - 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

