

MANAGING POWER DYNAMICS AND EXPECTATIONS

AS ADMINISTRATIVE EMPLOYEES IN COLONIAL INSTITUTIONS

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INTRODUCTION: ENERGY & CAPACITY CHECK-IN

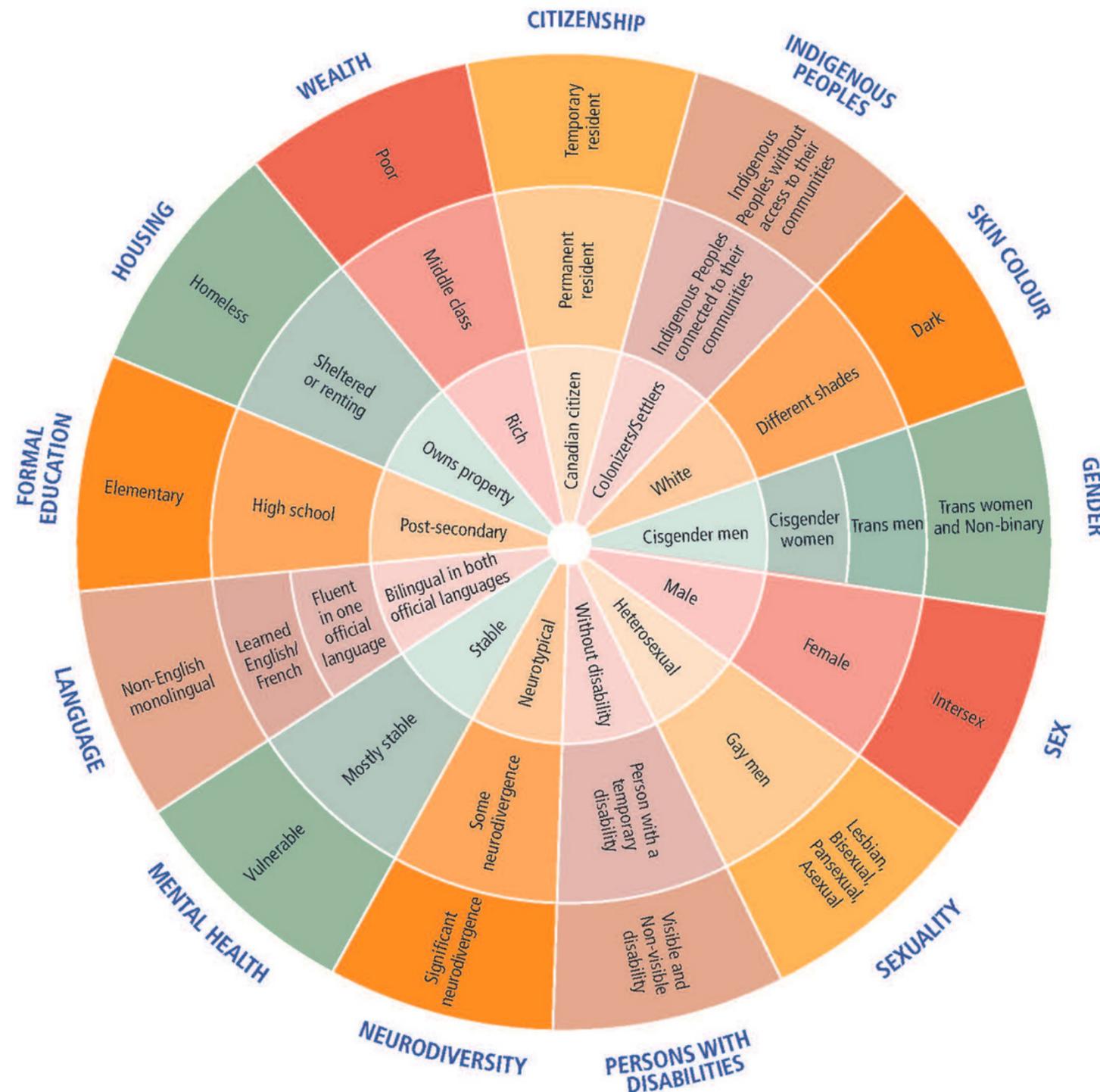
How are you feeling?

- Raised hand: energetic, ready to actively listen and share/ participate
- Half raised: moderate energy level or feeling uncertain about sharing/ talking
- Not raised: low energy and do not want to share

Reminder: this can change through the course of this session

WHEEL OF PRIVILEGE AND POWER

(the closer you are to the centre, the more privilege you have)



Note: the categories within this wheel are only examples in the Canadian context, and we should not limit ourselves to them. Intersectionality is a broad concept, and this tool is only a beginning point.

WHEEL OF PRIVILEGE & POWER

Where do you fall in each section?
How do you feel when doing this exercise?

Why is this important?

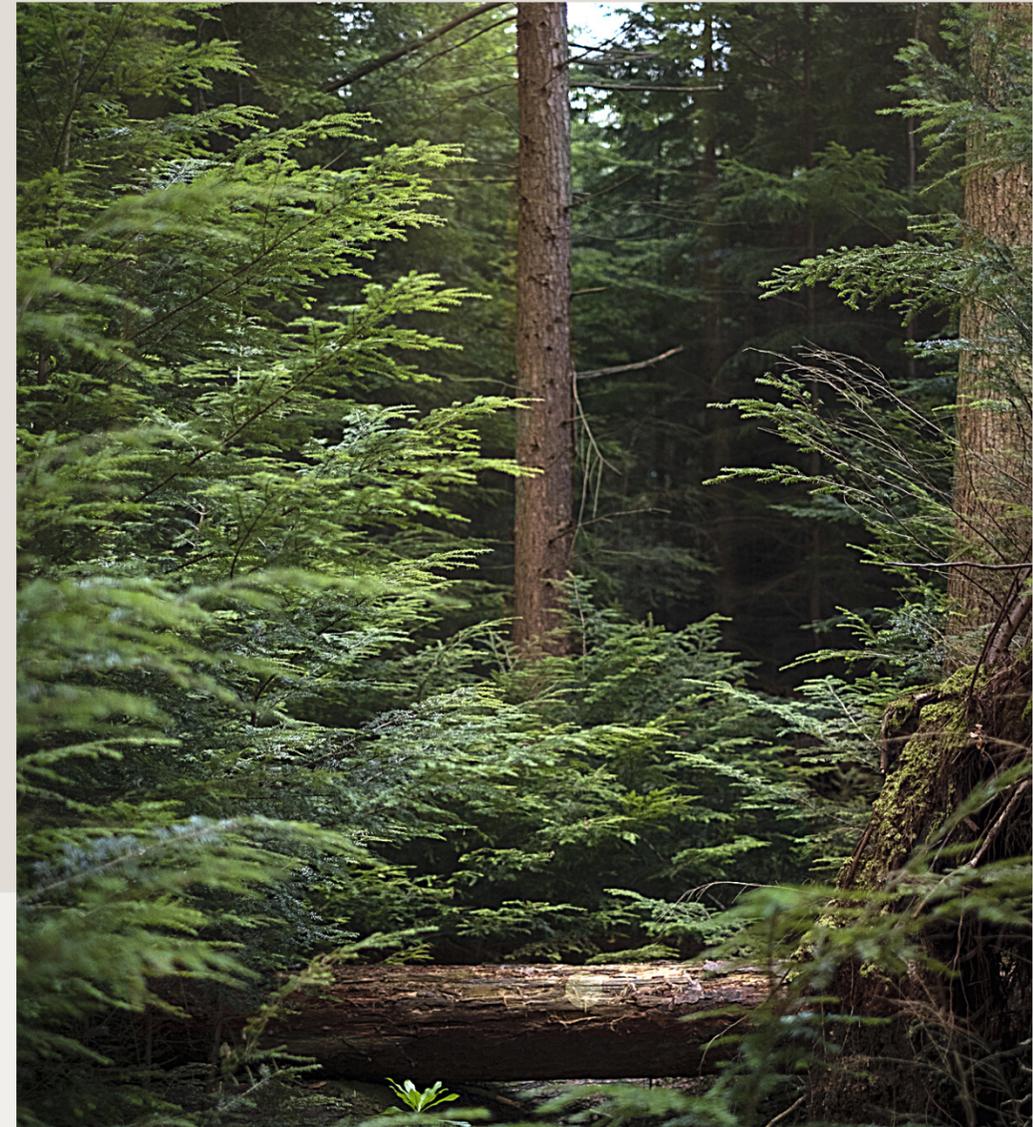
We will come back to this later.

CITATION:
[HTTPS://WWW.CANADA.CA/CONTENT/DAM/IRCC/DOCUMENTS/PDF/ENGLISH/CORPORATE/ANTI-RACISM/WHEEL-PRIVILEGE-POWER.PDF](https://www.canada.ca/content/dam/ircc/documents/pdf/english/corporate/anti-racism/wheel-privilege-power.pdf)

LAND ACKNOWLEDGEMENT

We are here today on the stolen and occupied ancestral territories of the Coast Salish, x^wməθk^wə́yəm, Skxwú7mesh and səlilwətaʔt people.

I respectfully acknowledge the x^wməθk^wə́yəm (Musqueam), Skxwú7mesh (Squamish), and səlilwətaʔt (Tsleil-Waututh) peoples on whose unceded traditional territories the SFU community is located.

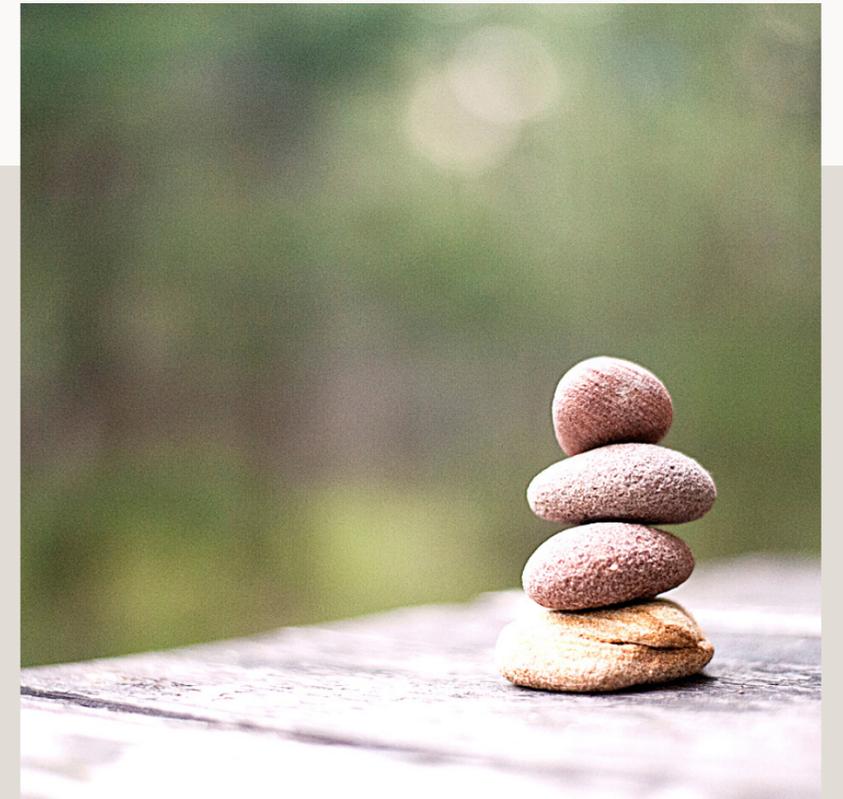


POWER DYNAMICS

Institutional Power: the ability or official authority to influence or decide what is best for others; who will have access to resources; and the capacity to exercise control over others. (Leaven, 2003)

- Think of the structures you work within
- How are those structures upheld, perpetuated, taken for granted
- How are we navigating hierarchies (ex: top-down decision making)

There are layers of barriers to navigating power dynamics.



DISCUSSION

1. Where do you see power dynamics showing up in your role?

In your department?

In your institution?

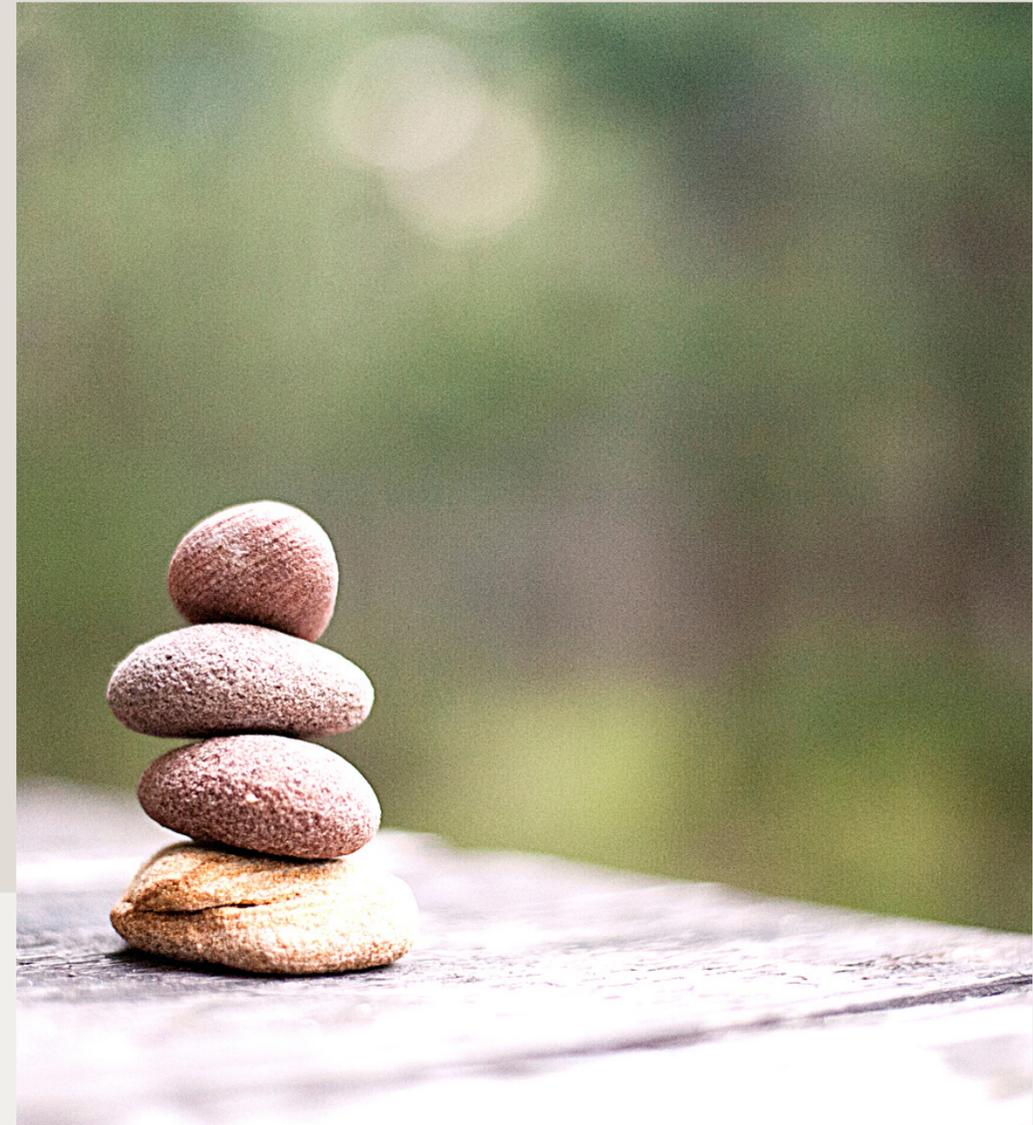
2. Whose interests are being served by these dynamics?

Whose are not?

3. To whom are we responsible for the work we do?

4. How does your position/ privilege impact your response?

Would you do anything differently if you had more or less power?



COLONIALISM

Settler colonialism: a structure that perpetuates the elimination and/or assimilation of indigenous people and cultures to replace them with a settler society.

It may be enacted by a variety of means ranging from violent depopulation of the previous inhabitants to less deadly means such as assimilation or lack of recognition of indigenous identity within a colonial framework



DECOLONIZATION

Decolonization: “cultural, psychological, and economic freedom” for Indigenous people with the goal of achieving Indigenous sovereignty — the right and ability of Indigenous people to practice self-determination over their land, cultures, and political and economic systems.

DISCUSSION

1. What are the consequences (intended and unintentional) of our agendas, policies, priorities and actions?

Who benefits and how?

2. Who is being excluded from decision-making processes?

3. How does your position/ privilege impact your response?



IMPACT & SOCIAL RESPONSIBILITY



Institution / departments



Students



Community

CHALLENGING THE STATUS QUO: REALTIONSHIPS



deconstruction of power dynamics requires reciprocal, equitable (just), sustainable relationships

communication & knowledge sharing is key

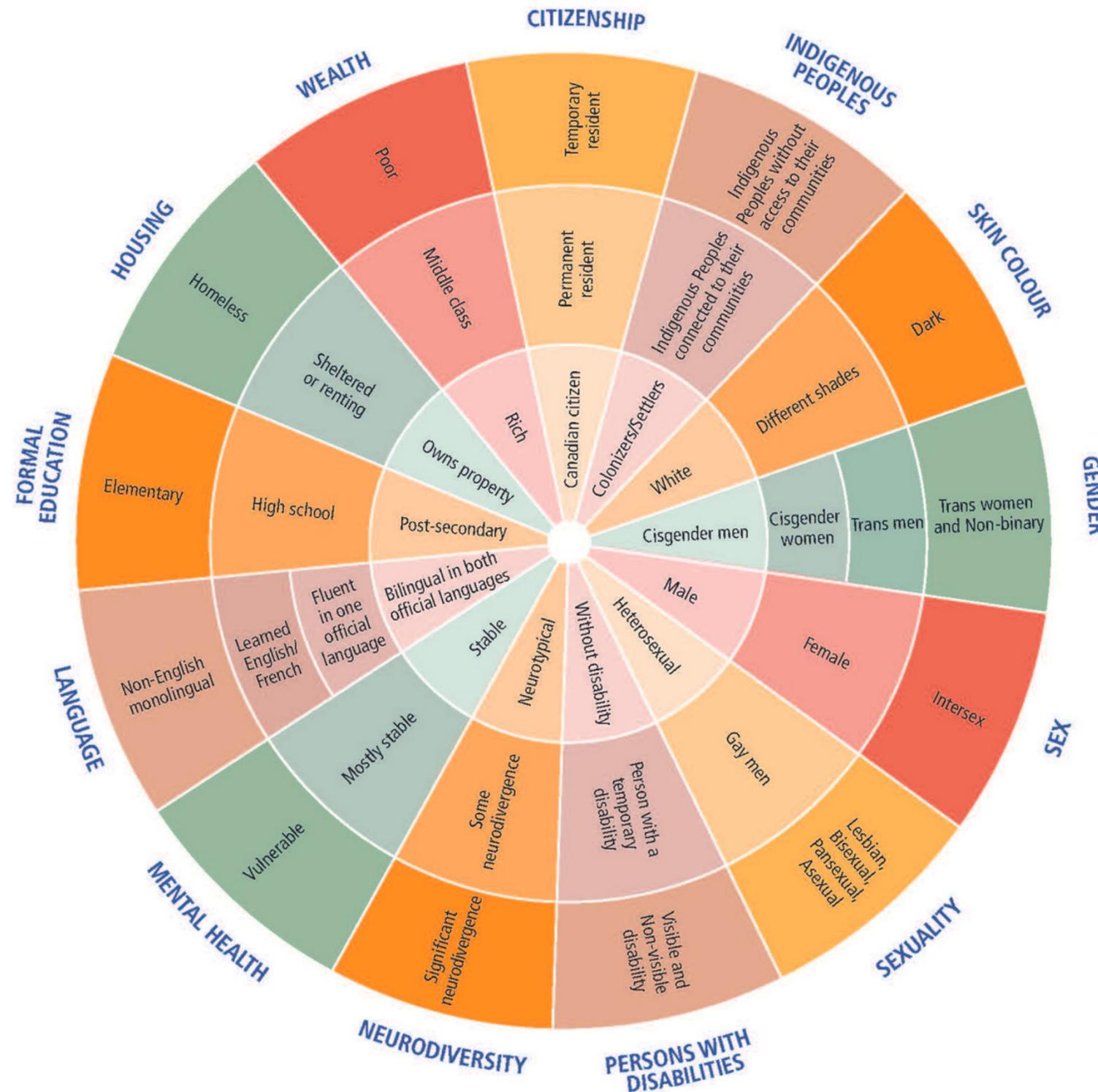
lead with understanding and compassion

take time to reflect and implement [radical] changes

CAN YOU THINK OF OTHER WAYS TO CHALLENGE THE HIERARCHY WITHIN COLONIAL INSTITUTIONS?

WHEEL OF PRIVILEGE AND POWER

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1. What matters to those with the most power?

2. How can we challenge those with power to consider a what matters to them *as well as* what matters to others?

3. What can you do to uplift those with less power/privilege?

4. How do we integrate these learnings into our everyday lives?

CONCLUSION: ENERGY & CAPACITY CHECK-IN

How are you feeling?

- Do you feel empowered to share this information with others?
- Will this change the way you approach your work?
- Is there something missing?



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THANK YOU!

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