

Gender and Power

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THE JEWISH
EDUCATION PROJECT

Annotation Activity

Autumn



Winter



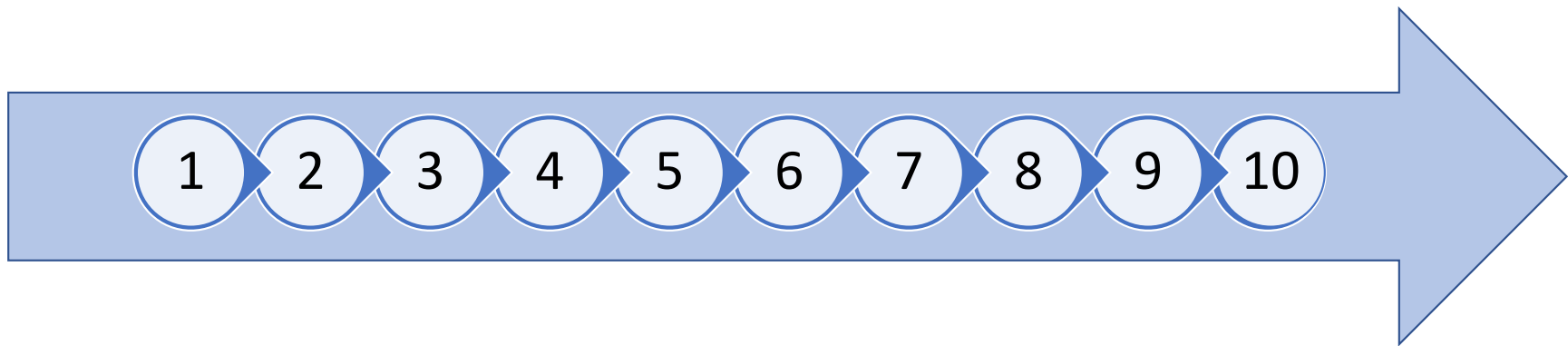
Summer



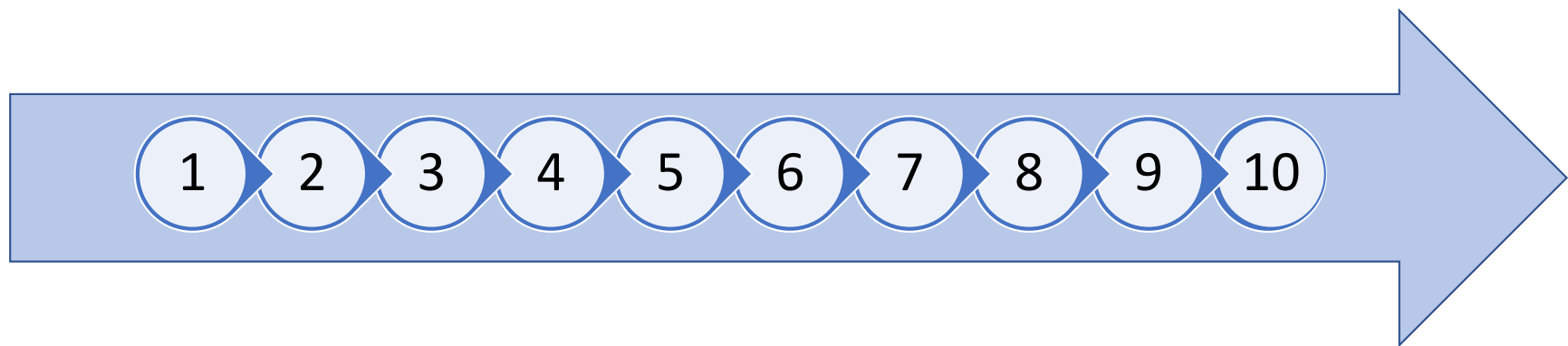
Spring



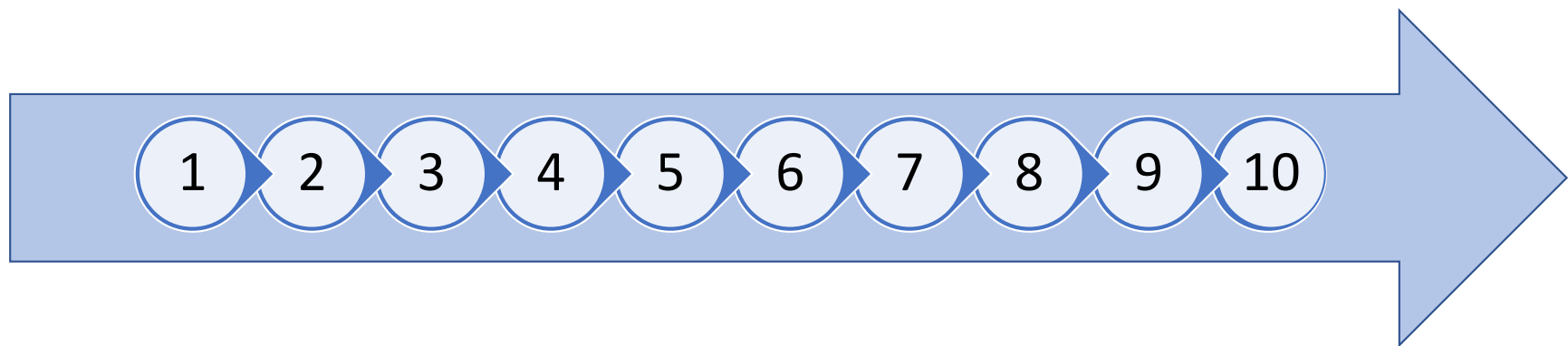
Most male identified people are unaware of how many ways they assert power in the workplace.



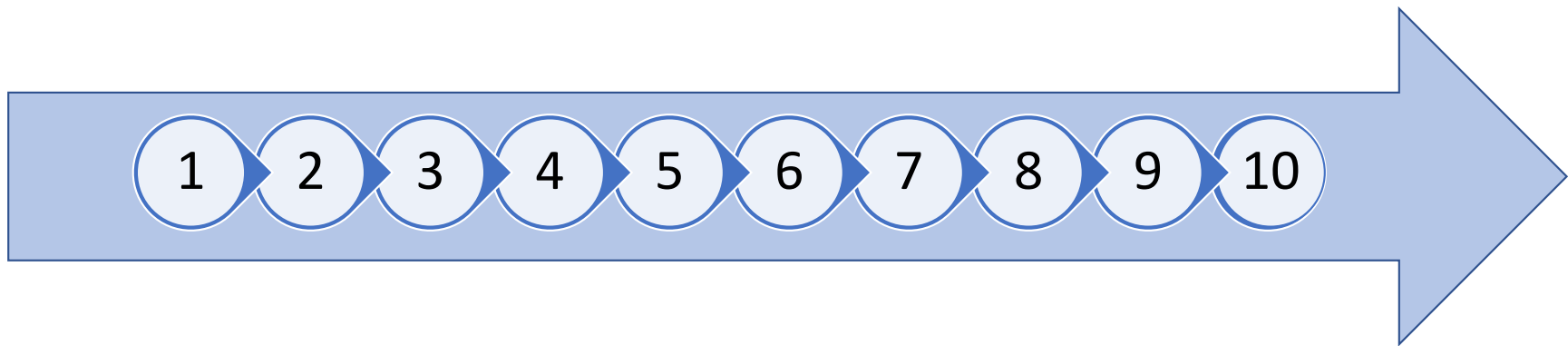
Female-identified and non-binary people are restricted in how they can use power due to gender stereotypes.



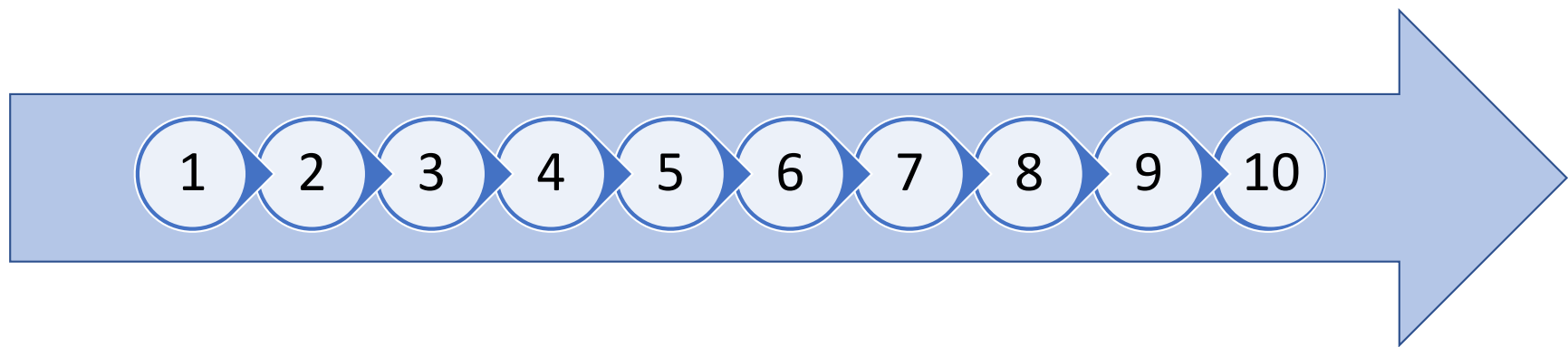
Our synagogues are warm, family-like communities in which power is less relevant than traditional “workplaces.”



Since both gender and power are social constructs, any assumptions about their connection are the result of our own biases or self-limiting thoughts



If my organization worked harder at distributing power, status and authority through more collective and inclusive leadership, my organization would be a better place to work.



Taxonomy of Power

Coercive

Reward

Formal

Connection

Referent

Informational

Expert

Self Reflection

- How does this form of power show up in your workplace/professional life?
- How have you experienced this type of power?
- Do you have a gender association with this type of power?

All forms of power are

- Implicit and/or Explicit
- Bestowed and/or Earned
- Held and/or Used
- Recognized or Unrecognized
- Exercised Deliberately or Inadvertently

Coercive Power

- The ability to punish in order to deter certain actions
 - Ability to remove privileges, opportunities, livelihood

Reward Power

- The ability to give rewards for desired behavior
 - Ability to bestow privileges, opportunity, livelihood

Formal Power

- Also known as “titular” power
- Because of the role they hold they have the capacity to affect many people through their decisions or actions

Connection Power

- The ability to offer access to people or resources

Referent Power

- Ability to influence others because of respect, admiration, charm or likeability

Informational Power

- Influence that comes from knowledge or information
 - Different from expert power

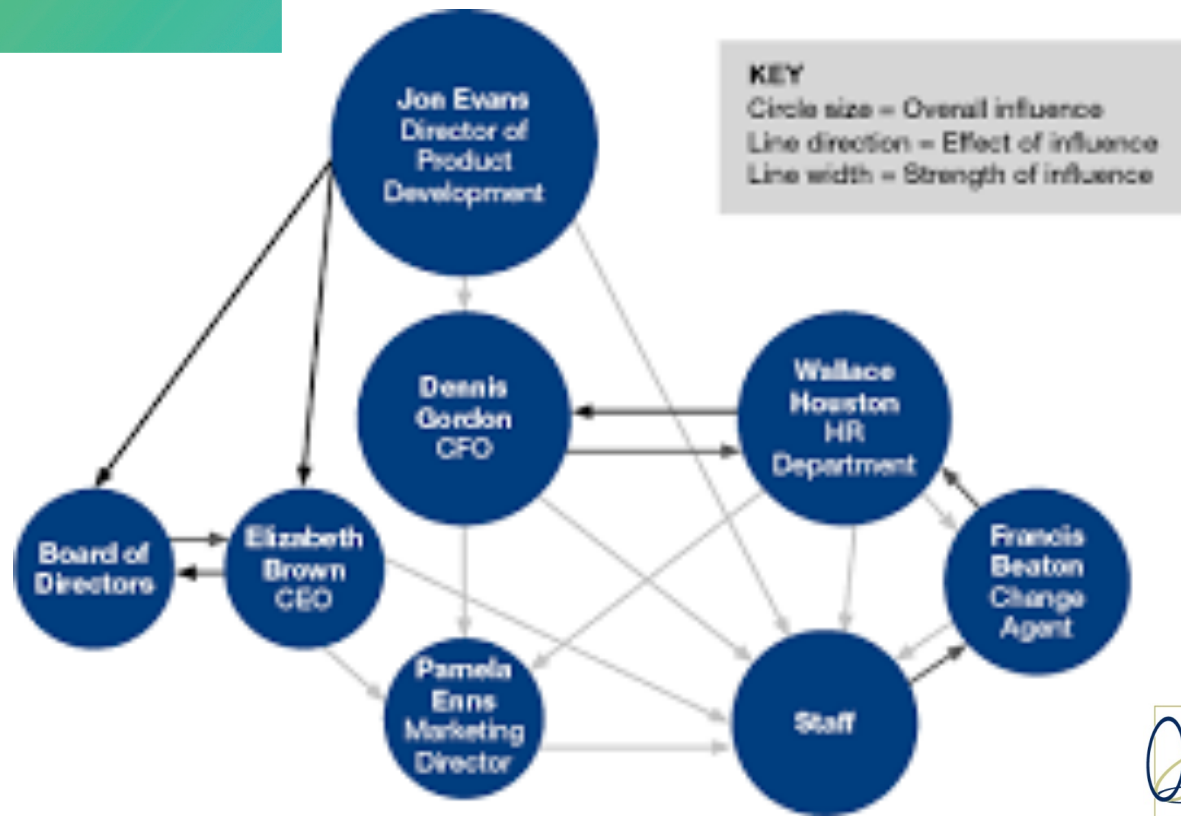
Expert Power

- Influence that comes from having exceptional skills, training or abilities

Power Mapping

- Power mapping is a tool used in community and political organizing to track influence around a particular objective, and to determine where the levers for successful change are.
- Power mapping can also be a revealing activity in an organization to identify how power is distributed, perceived and used.
- It can be done by several individuals who then compare their maps or by a team
- You have a handout giving some guidance if you wish to undertake this in your organization

Power Mapping

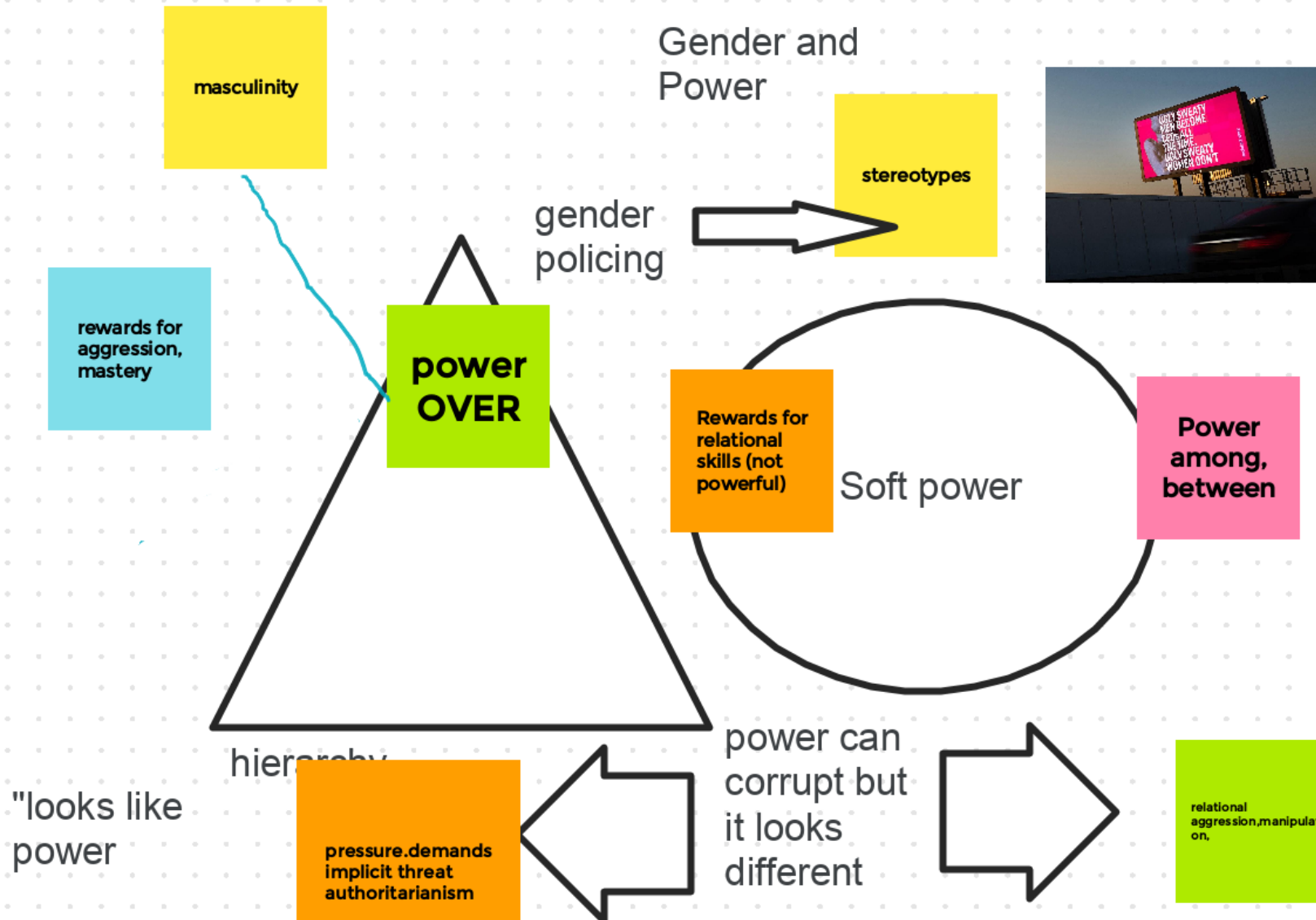


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Jam Board Activity: Ideation and Shared Impressions

- Create a “mind map” of the intersection of gender and power as you experience/perceive it.
- Prompts provided, but feel free to be as expansive or specific as you like
- Deliverable will be a five-minute presentation
- You have 20 minutes

Gender and Power



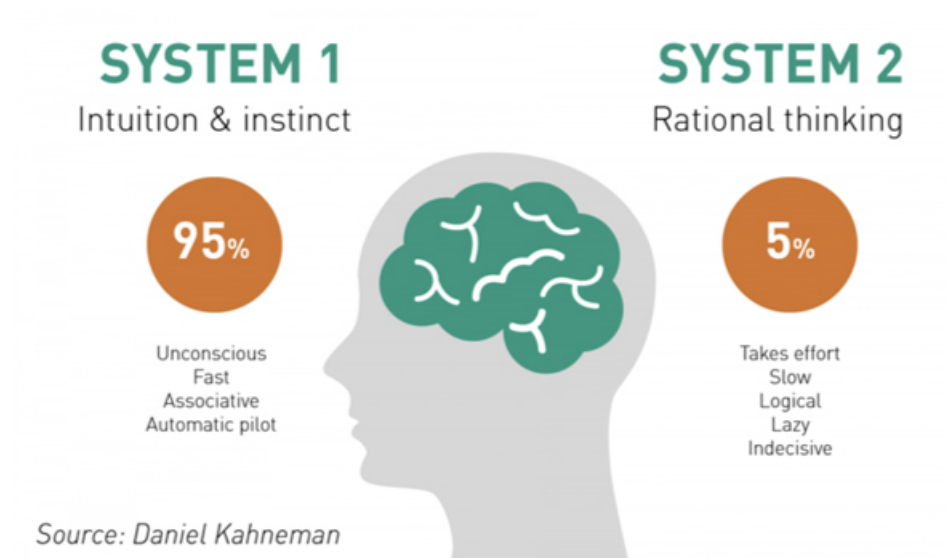
Power and Bias

- Increased Power reduces empathy, increases identification of in-group and out-group
- Increased Power is associated with higher levels of implicit bias

Unconscious Bias: Pernicious Power

- Implicit Bias is a function of our brain making unconscious connections as a result of the flood of information we process
- The connections may differ from our conscious intention, and we are unaware of them, but they shape our choices and decisions
- Negative associations with certain characteristics are common and present in most Americans
- Different from explicit bias or bigotry, which is conscious and ties to explicit motivation

Implicit Bias Triggers “System 1” Behavior



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Implicit Bias Favors “In-Group”

- Listen/Not Listen or Interrupt
- Give face/Multitask
- Offer help/Watch struggle
- Make time/Be unavailable
- Compliment/Remain silent
- Accept Ideas/Reject or Ignore Ideas
- Look/Overlook

Microaggressions
Microaffirmations



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The Consequence/Pernicious Power

- Microaggressions and Microaffirmations follow our biases
- Certain behaviors acquire “genderedness”

What Is Your Experience?

- Have you experienced that any microaggressions are gendered in your organization?
- Consider the impact of repeated microaggressions directed towards some but not others
 - What is the long term impact likely to be?
- What norms or practices might mitigate the impact of these trends?
 - Something you could change
 - Something your team could change
 - Something the whole organization could change

One Takeaway

- Please note in the chat something that you will give additional thought to after today.



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