LEADERSHIP IN TEACHING

MASTERCLASS

Power & Privilege
with Sabrina Reid
Power & Privilege

Welcome to Sabrina’s Power and Privilege Masterclass. The exercises below are designed to enable you to take the time to reflect on the insights, ideas and perspectives shared - and to consider how you can use your new understanding to make positive changes.

1. What are my positions of power?
The educationalist Eric Liu has a good way of describing the sources of power in any society:

1. Physical force or violence.
2. Wealth and money.
3. State power - to force people to do things or use its resources to incentivise them to do so.
4. Social norms - what we as a society or our peers think is okay.
5. Ideas - the power of ideas to secure any of the other sources of power.
6. Mass movements of people expressing a collective agenda have huge power.

Thinking about these definitions makes us conscious that almost all of our experiences are shaped by the flow of power, be it the structures we work within or our interactions with other people. When we understand the ubiquity of power in our society, we understand its relationship with racism - the history of which - at its essence - a history of the use of power.

ACTIVITY: Consider the many ways you are powerful. What are your positions of power?
2. What privileged positions do I hold?

**ACTIVITY:** Acknowledging our privilege.

The flower below contains a range of privileges. Decide whether your level of privilege sits within the inner or outer petal. Some gaps have been left so that you can add any other categories that may be relevant to you.

The meaning of one division line is assigned both subjectively and socially, and it depends on how far this category prevails within the whole society - often shaped and entrenched by decades and centuries of our shared history. Taking time to reflect in this way and acknowledge our own status within society is the first step towards positive change.
### 3. Reflect on Power & Privilege

**ACTIVITY:** Give ourselves space to reflect on power and privilege to become more conscious of what we can do.

Take time to reflect on these questions:
- How did you feel about the exercise?
- What is the relationship between the inner and outer petals? Privileged/No privileged
- Where was the assignment to the petals difficult, where not? Why?
- How does it feel to be in the inner/outer group?
- Were there any insecurities raised within you whilst highlighting your position in any of the categories?
- How does it feel to be in the inner or outer group?
- Did you previously recognise that some of the positions you hold in the outer petals were privileges?
- How and when can we be powerful even in marginalized positions?
- How can you use your power positively? How can you use it to change the power inequality?

---

The Matrix of Oppression

<table>
<thead>
<tr>
<th>Social Identity Categories</th>
<th>Privileged Social Groups</th>
<th>Border Social Groups</th>
<th>Targeted Social Groups</th>
<th>Ism</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>White People</td>
<td>Biracial People</td>
<td>Asian, Black, Latino, Native People</td>
<td>Racism</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(White/Latino, Black, Asian)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sex</td>
<td>Bio Men</td>
<td>Transsexual, Intersex People</td>
<td>Bio Women</td>
<td>Sexism</td>
</tr>
<tr>
<td>Gender</td>
<td>Gender Conforming Men And Women</td>
<td>Gender Ambiguous Bio Men and Women</td>
<td>Transgender, Genderqueer, Intersex People</td>
<td>Transgender Oppression</td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>Heterosexual People</td>
<td>Bisexual People</td>
<td>Lesbians, Gay Men</td>
<td>Heterosexism</td>
</tr>
<tr>
<td>Class</td>
<td>Rich, Upper Class People</td>
<td>Middle Class People</td>
<td>Working Class, Poor People</td>
<td>Classism</td>
</tr>
<tr>
<td>Ability/Disability</td>
<td>Temporarily Abled-Bodied People</td>
<td>People with Temporary Disabilities</td>
<td>People with Disabilities</td>
<td>Ableism</td>
</tr>
<tr>
<td>Religion</td>
<td>Protestants</td>
<td>Roman Catholic</td>
<td>Jews, Muslims, Hindus</td>
<td>Religious Oppression</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(historically)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>Adults</td>
<td>Young Adults</td>
<td>Elders, Young People</td>
<td>Ageism/Adultism</td>
</tr>
</tbody>
</table>