

Culture of Power

- Who is in authority?
- Who has credibility? Whose words and ideas are listened to and accorded attention and respect?
- Whose experience is valued?
- Who makes the decisions that affect others?
- Whose voices are sought out and heard?
- Who has access to or is given important information?
- Who is assigned the background or support roles?
- Whose images are on the walls?
- Who is pictured in brochures, your website, and other organizational literature?
- What forms of education and experience are valued in hiring or promoting leaders?
- Who guards traditions and how are they protected?
- Who decides the mission of the organization? Are the people and communities being served full partners in shaping the mission?
- Who creates and enforces policies, rules and procedures?
- Who cleans up?
- Who determines what “appropriate” behavior is?
- Who determines what “inappropriate” behavior is?
- Who is in charge of shaping the policies and procedures that inform discipline or behavior interventions?
- Who enforces the discipline or behavior interventions that are determined?
- Who benefits from all of the above?

Adapted from Paul Kivel's "The Culture of Power" <http://paulkivel.com/resource/the-culture-of-power/>