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/]