



Transforming Power, Privilege & Prejudice

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Opening Thoughts

- Lament for a world caught in PPP
- Falling down and getting up again
- The reality of discomfort and the risk of re-traumatization
- We are all on the journey



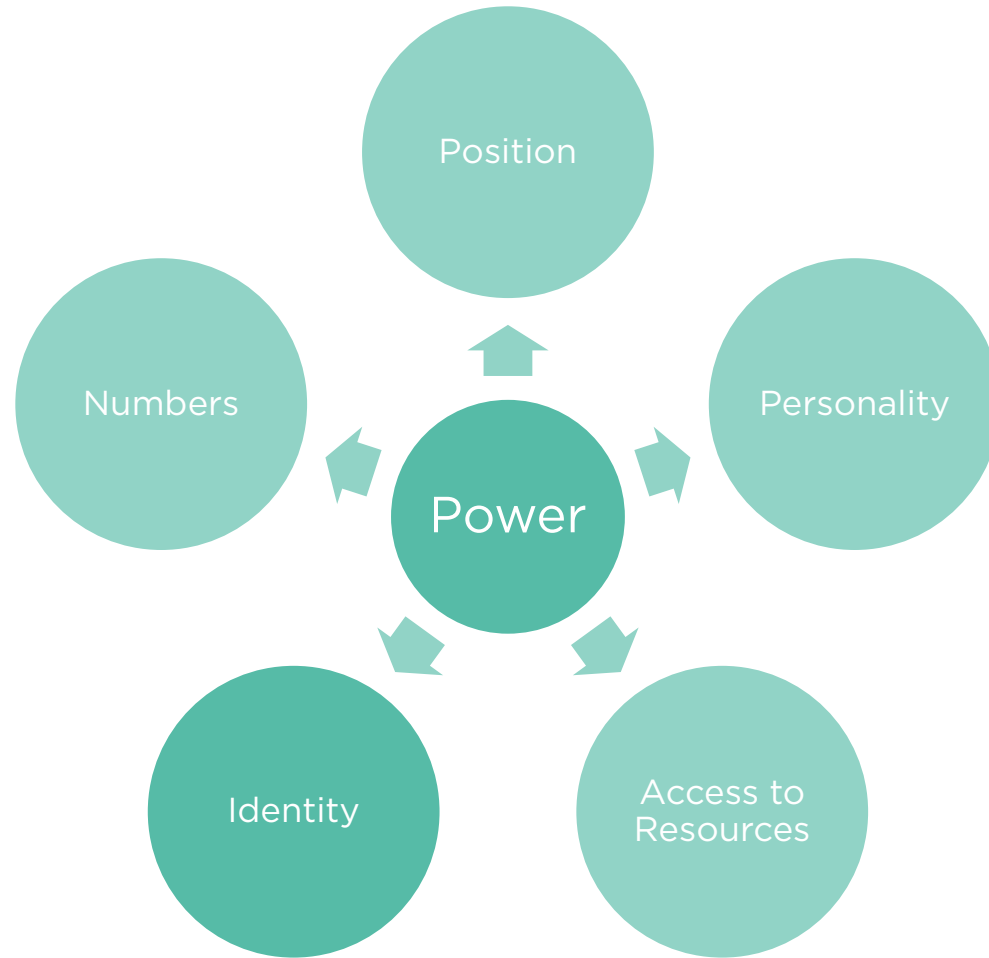
Power, Privilege and Prejudice

Power

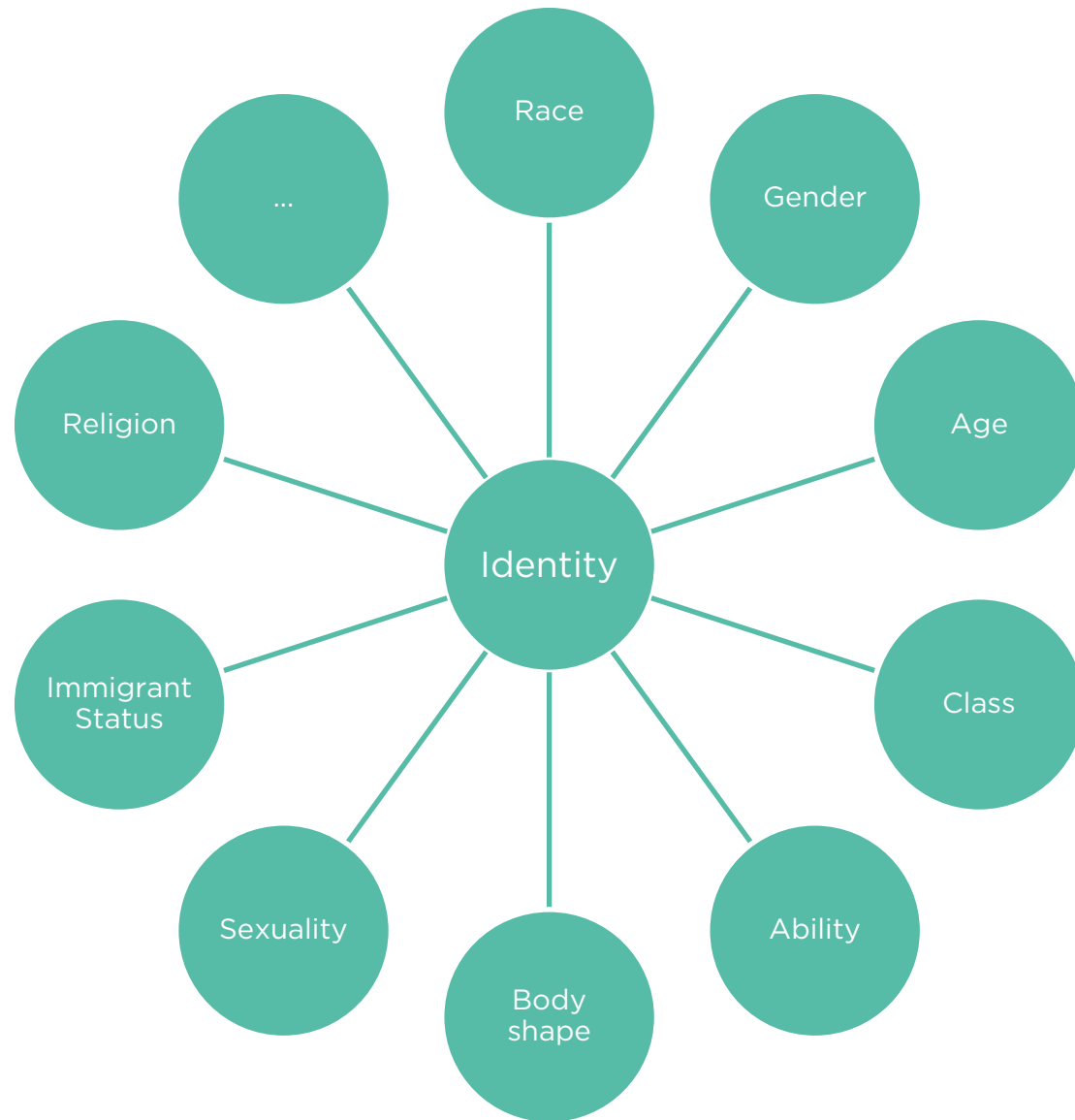
Ability to affect change.

Can be given to some
& withheld from others

Types of Power



Identity Categories





Power, Privilege and Prejudice

Privilege

The opportunities given to one
(by social structures) & not another
because of their identity



Power, Privilege and Prejudice

Prejudice

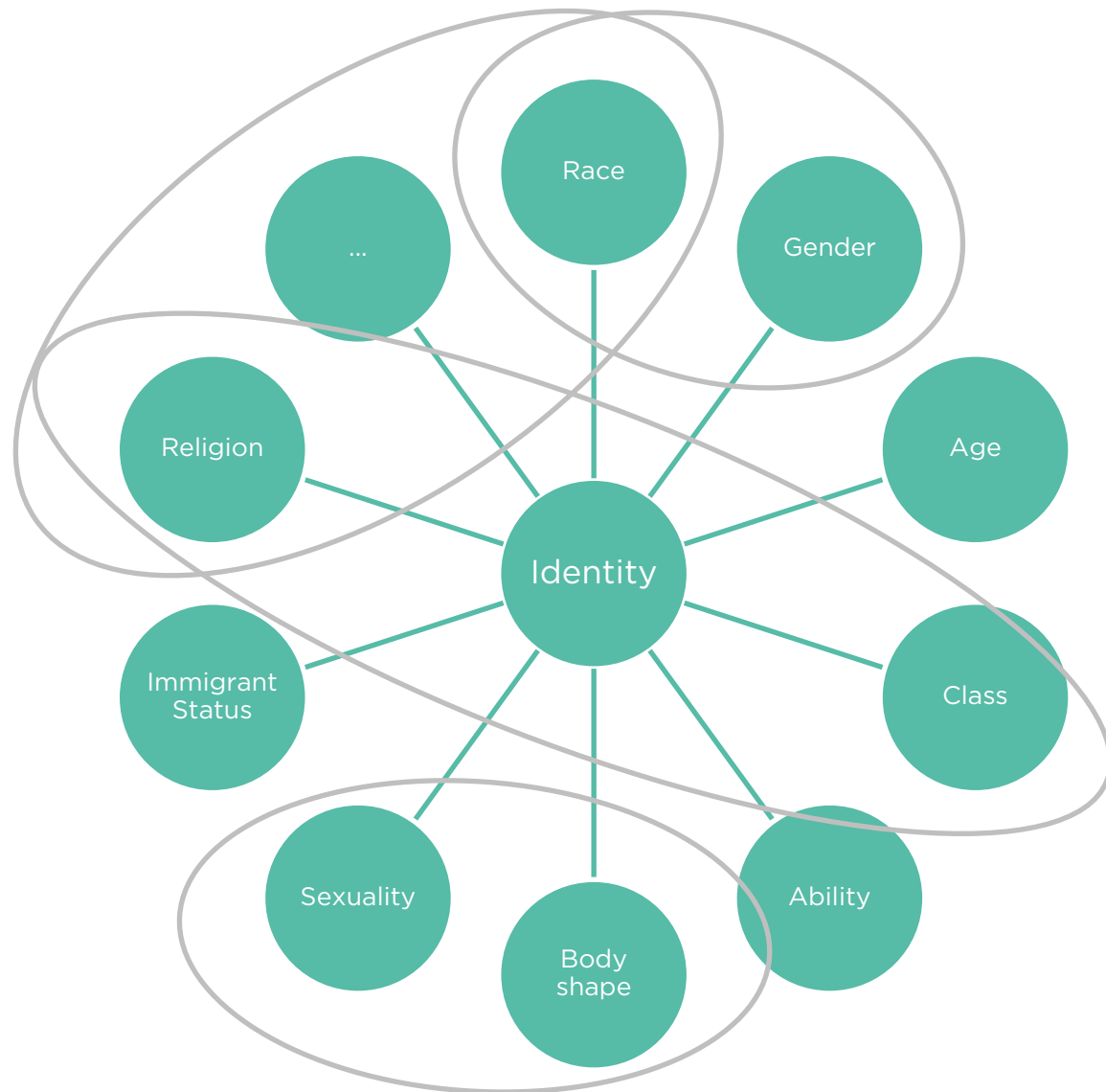
To make assessments of another
because of their identity



Power, Privilege and Prejudice

What is the difference between
prejudice & racism?

Intersectionality





Power, Privilege and Prejudice

Caste

The systemically approved layering of society into categories of who is privileged and who is denigrated.



Power, Privilege and Prejudice

~~Caste~~

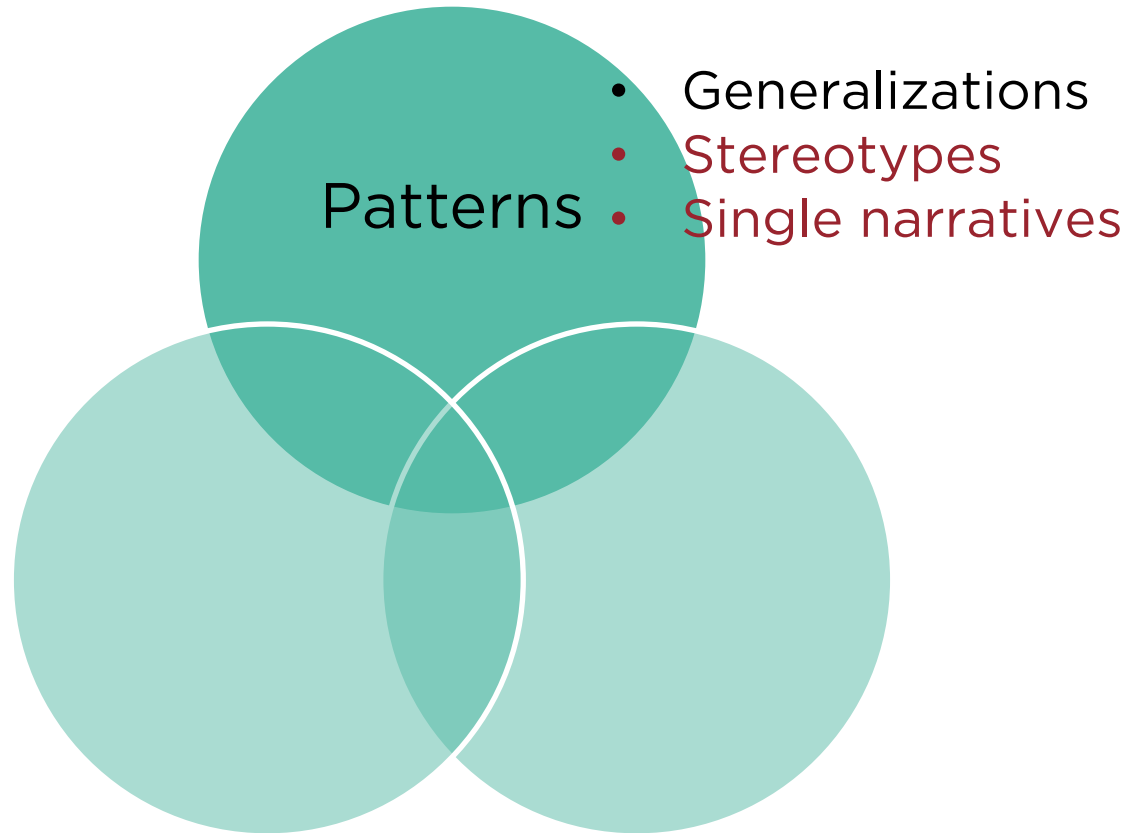
Thursday Supper Revolution

An **upending** of the systemically approved layering of society into categories of who is privileged and who is denigrated.

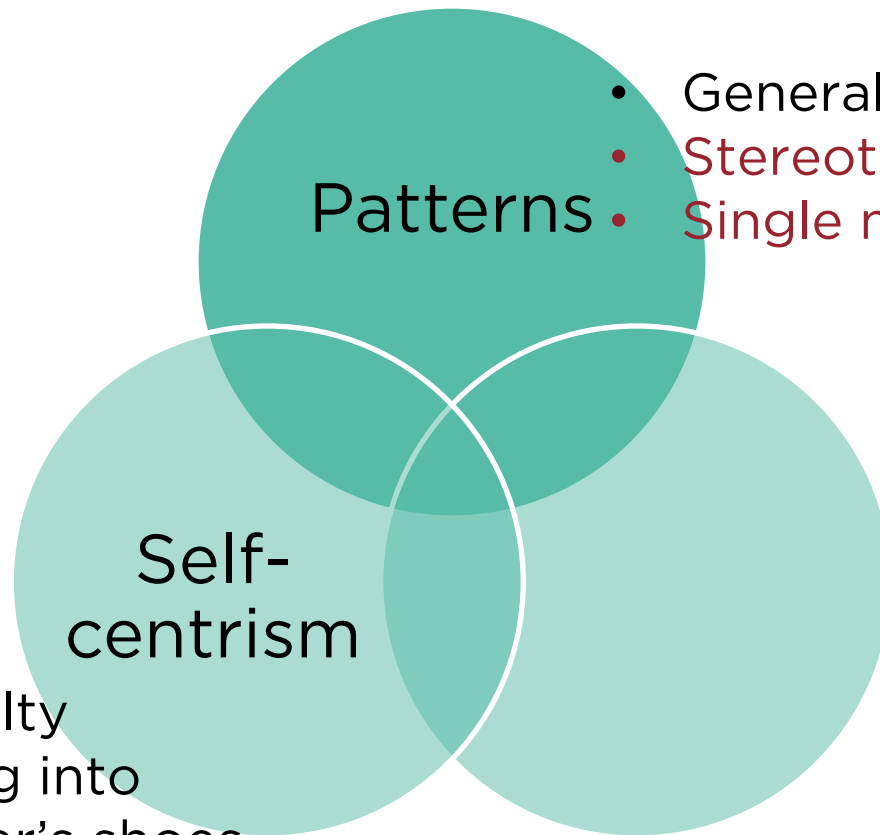


Normal (and even good) realities
can nonetheless lead to PPP

PPP Mind Map



PPP Mind Map



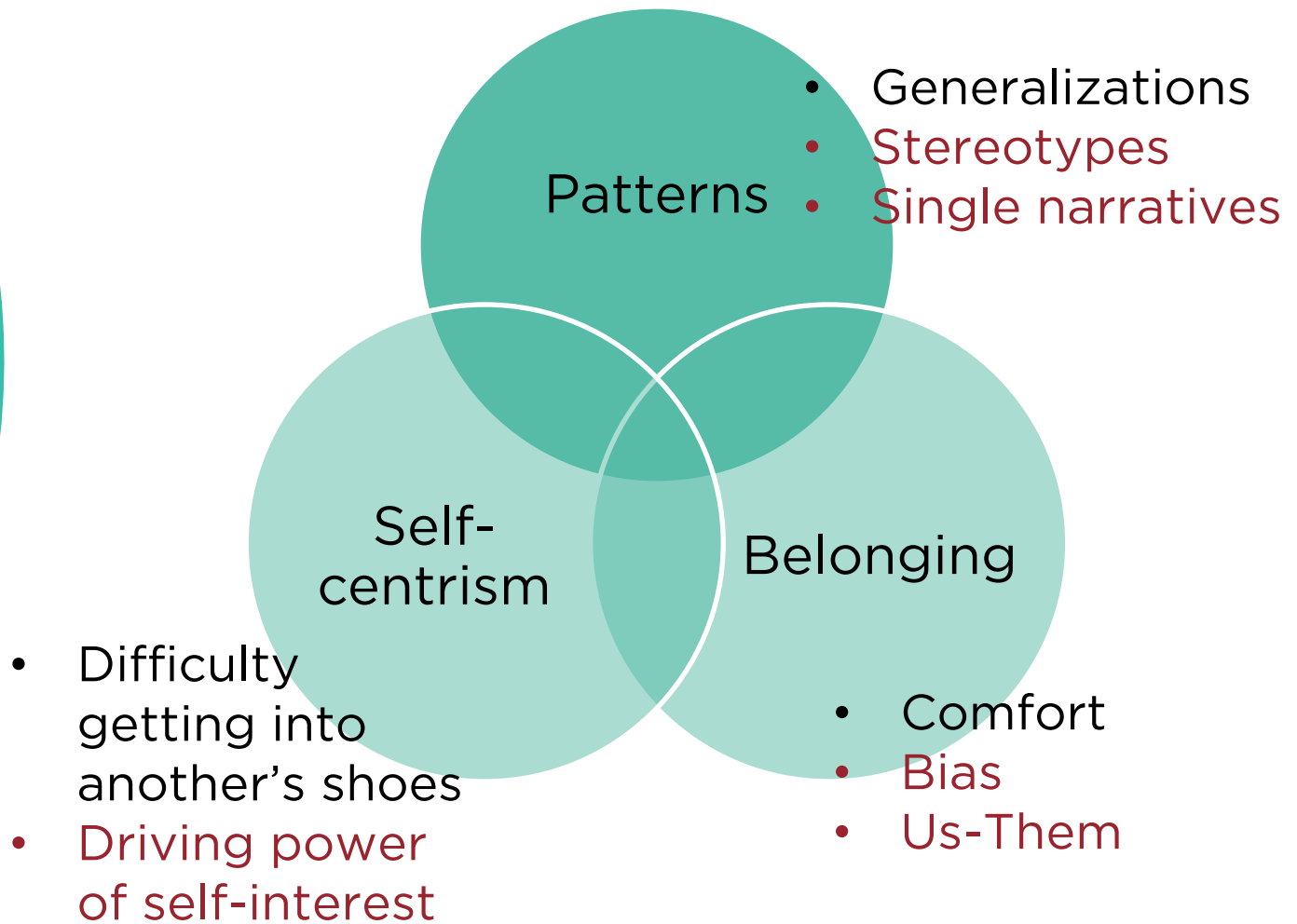
Patterns

- Generalizations
- Stereotypes
- Single narratives

Self-centrism

- Difficulty getting into another's shoes
- Driving power of self-interest

PPP Mind Map



Otherizing



Us

Reflects our character.

Forced into it or having a bad day.

Them

Forced into it or unusual for them.

Reflects their character.

Otherizing



Us

We are
logical/consistent.

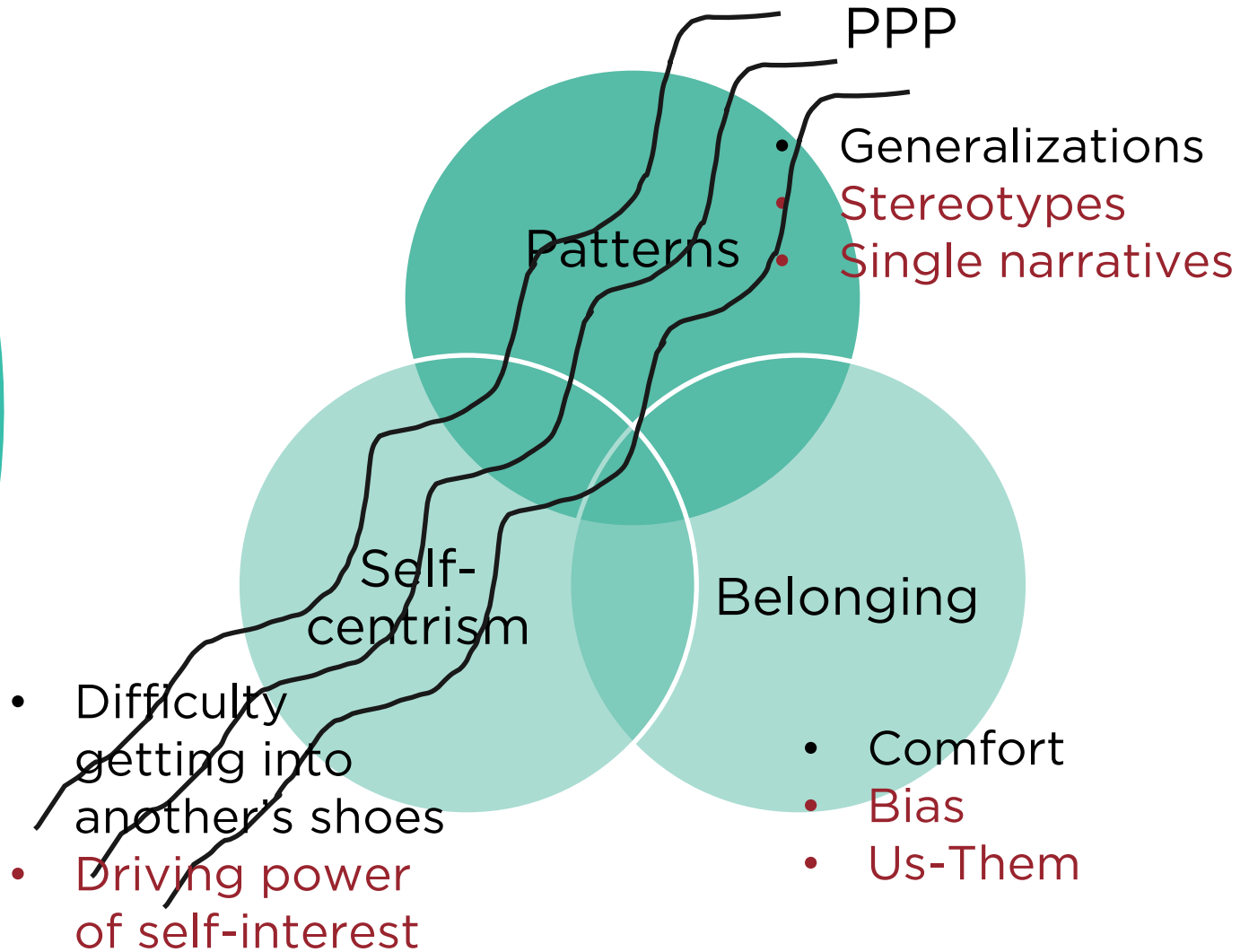
Our bad ppl & bad
ideas are one-offs.

Them

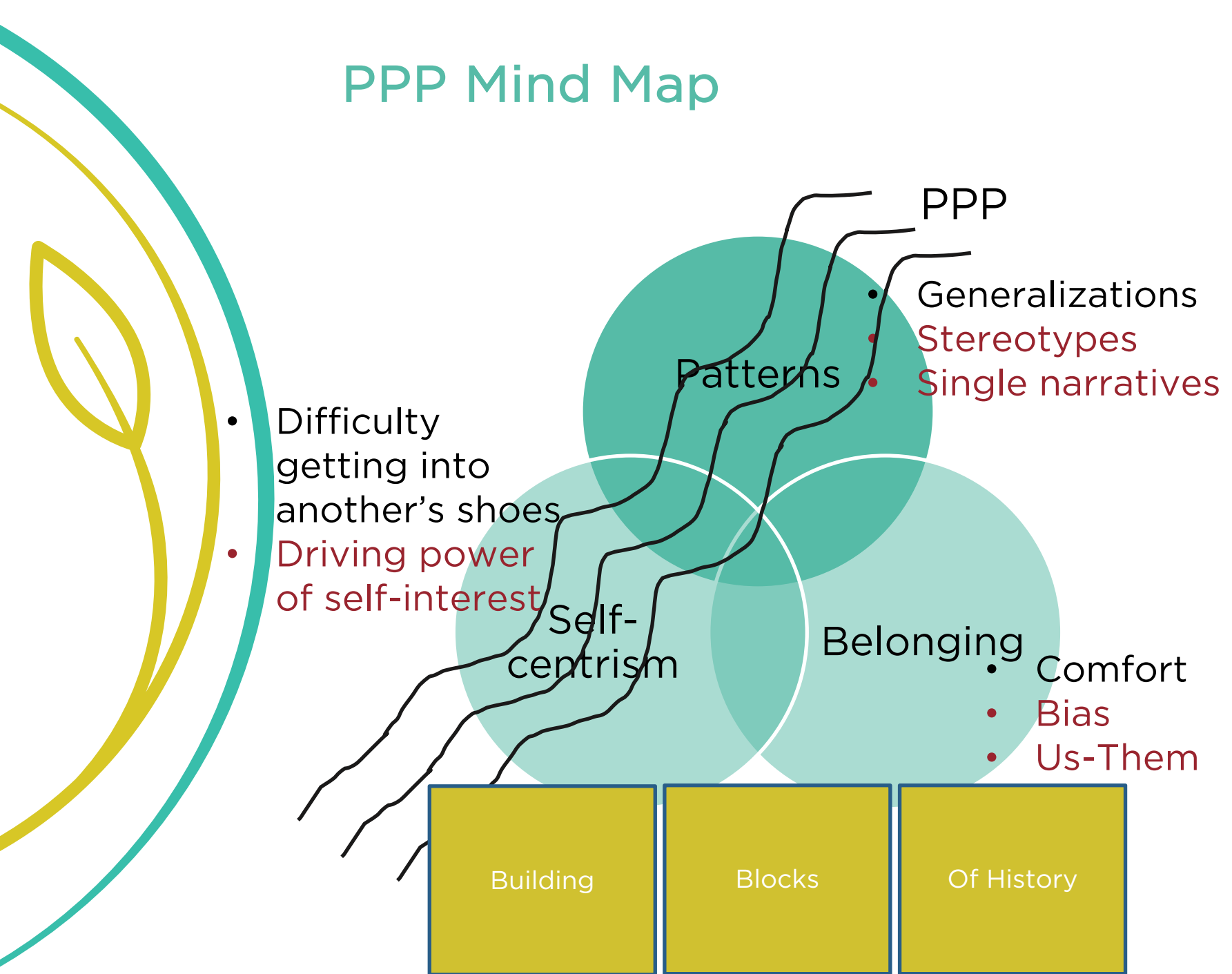
Their good ppl &
good ideas are one-
offs.

They are illogical/
inconsistent.

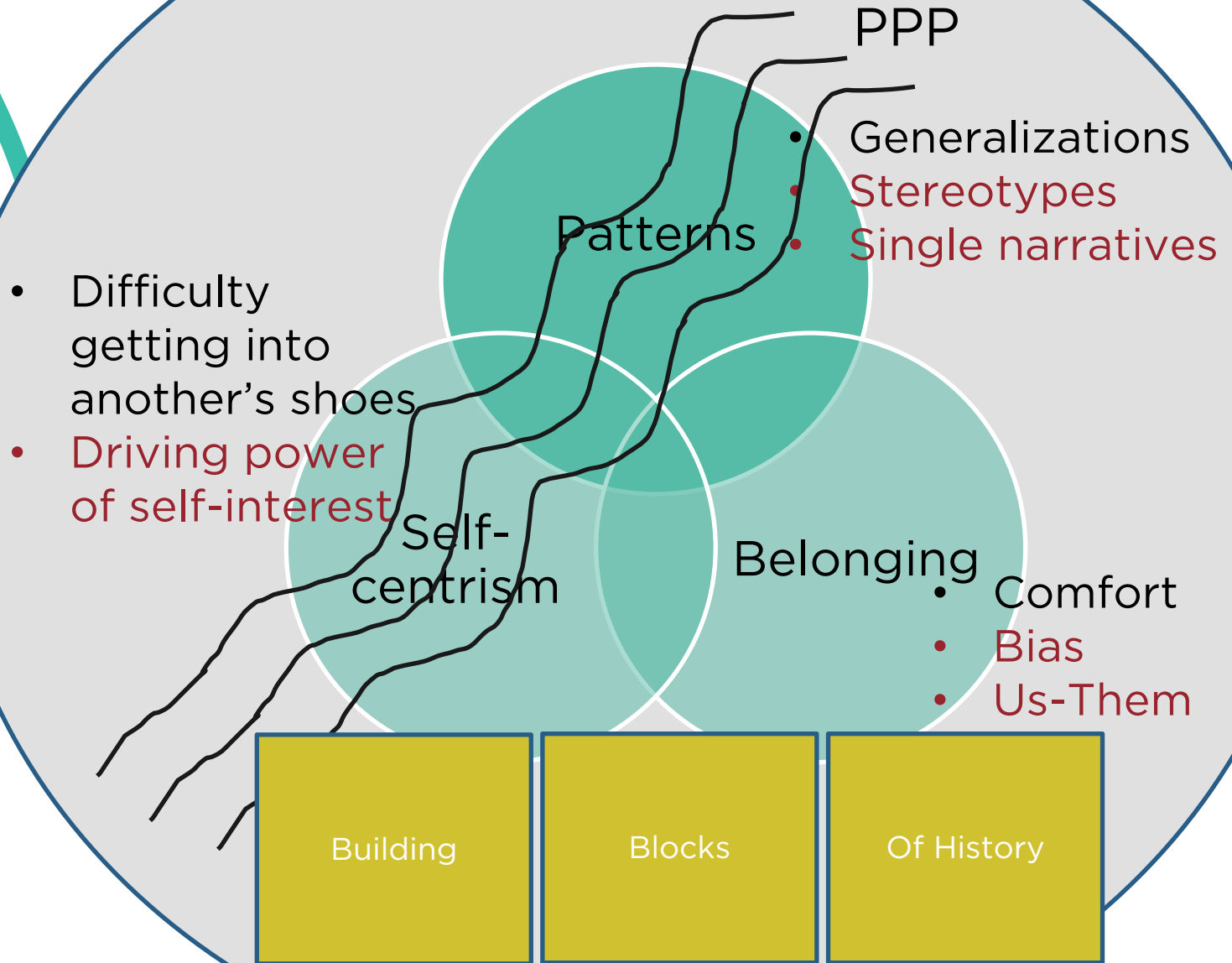
PPP Mind Map



PPP Mind Map



PPP Mind Map





Reflective Exercise

Share a story of when you were on the receiving end of prejudice.

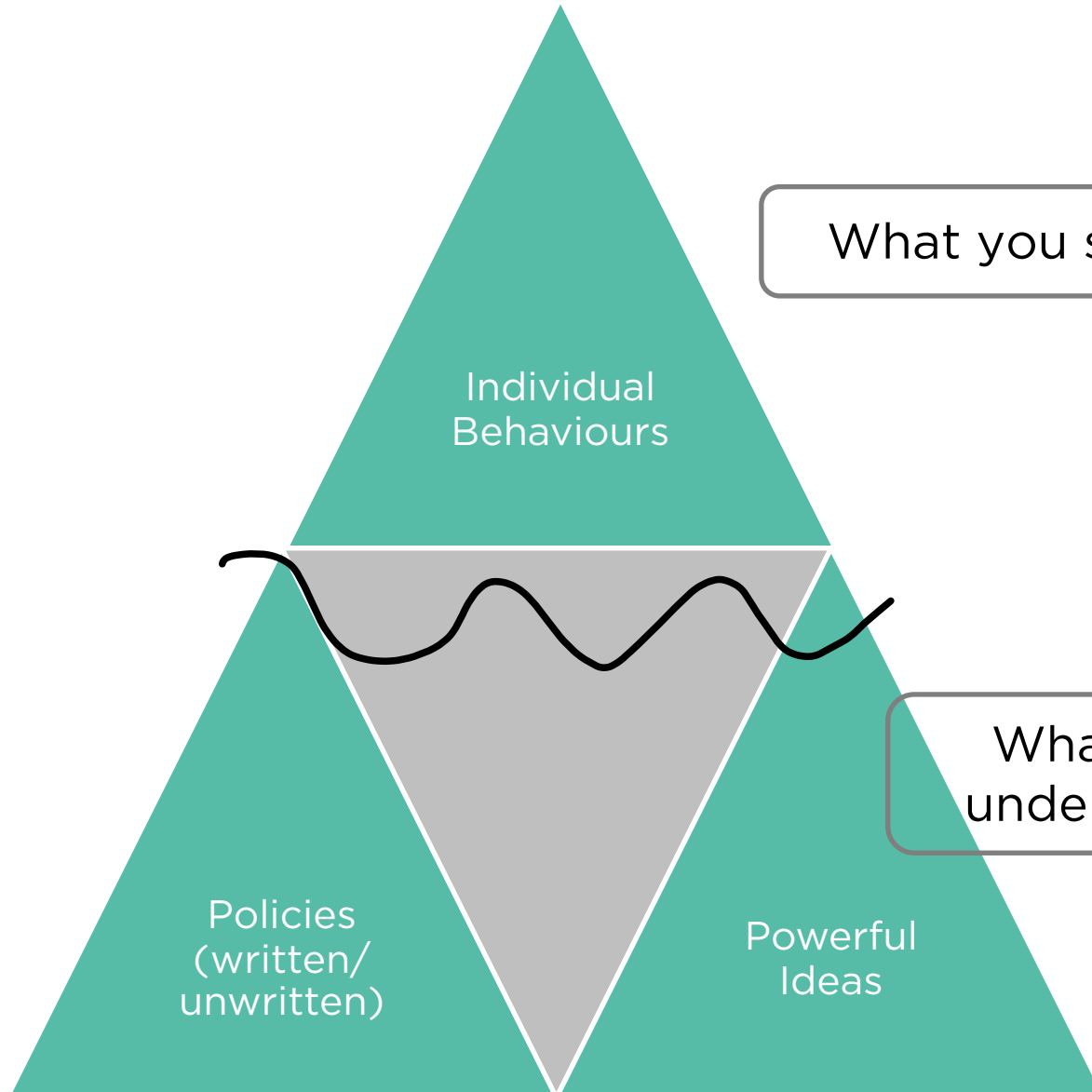
Share a story of when you were on the giving end of prejudice.



Our stories are important

- see the water in which we swim
- recognise our experiences of marginalization
- go in, in order to go out
- undo the layers of racism we have inherited
- create space to hear others' experiences

Systemic Discrimination



What you see

What lies underneath

Systemic Discrimination

Org.	Policies (written/ unwritten)	Powerful Idea	Individual Behaviour
Hospital ABC	Leaders look away @ PPP	Indigenous people complain	Disregard for patient
Hospital ABC	Efficient use of resources	Indigenous use too many resources	Disregard for patient
Hospital ABC	We hire those that look like us	Indigenous wouldn't fit	Disregard for patient

Systemic Discrimination

Org.	Policies (written/ unwritten)	Powerful Idea	Individual Behaviour
Univ. Dept XYZ	Grades determine who gets in	Grades are blind	Privileged kids get in

Systemic Discrimination

Org.	Policies (written/ unwritten)	Powerful Idea	Individual Behaviour
Church A	Welcome to all Privilege for some	Hindus are heathens	Hindu woman left standing
Church B	Worship Cmttee chooses preachers	Men are better preachers	Increased critique when women preach
Church C	Gift D Cmttee places people acc to best fit	Whites better understand Council tasks	Ppl of Colour as greeters but not on Council

Systemic Discrimination

When you apply this model to your context, what do you see?

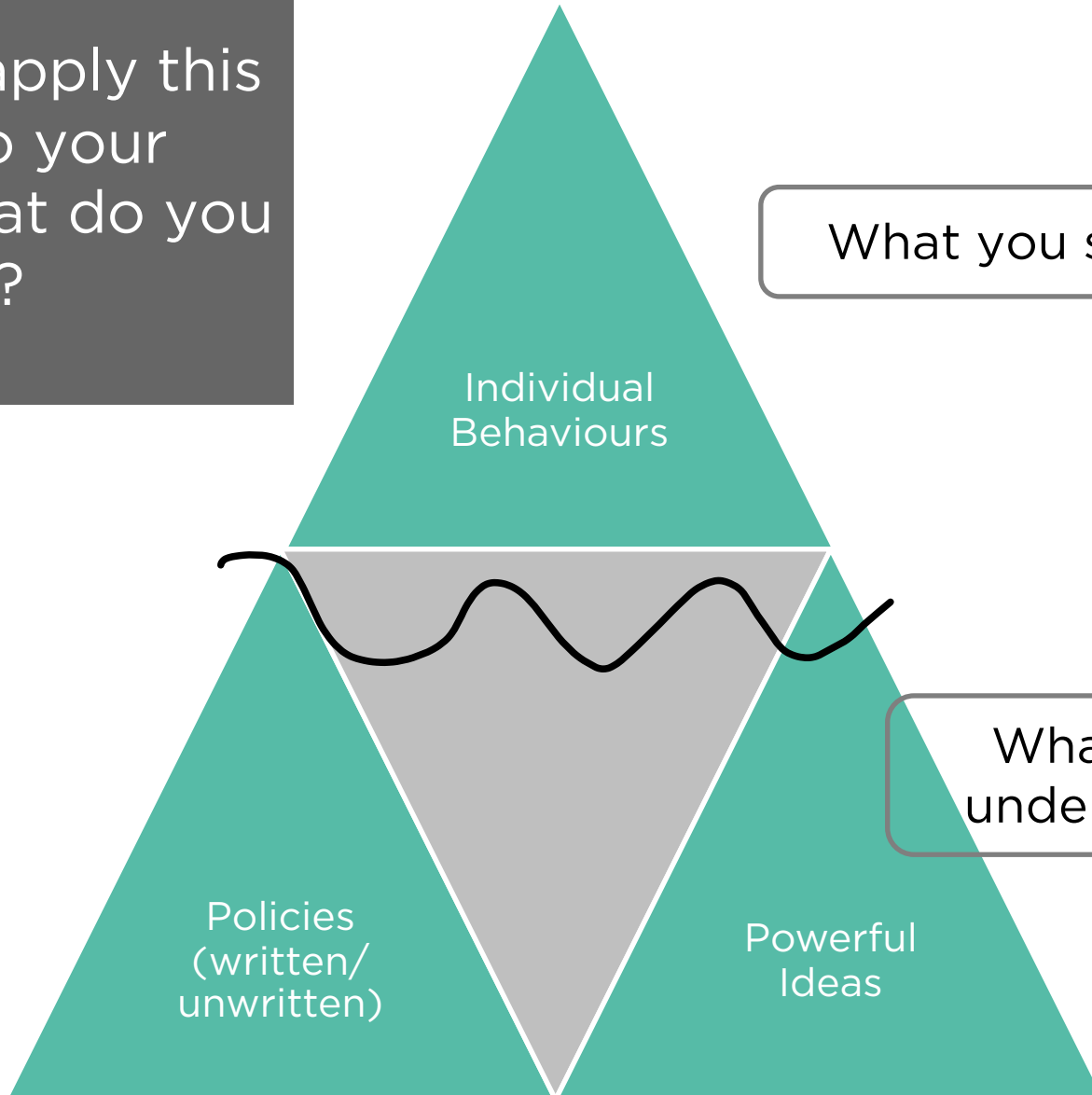
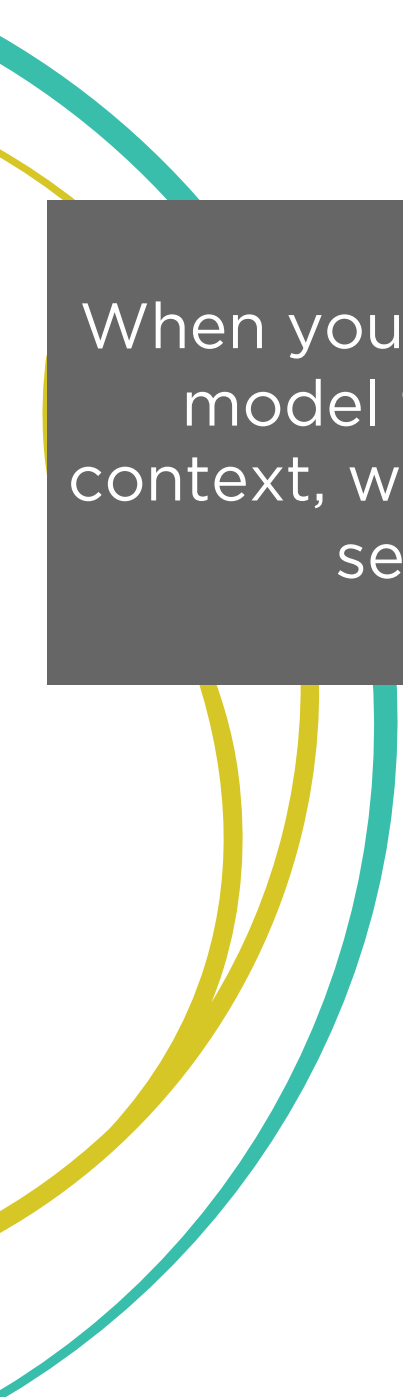
What you see

Individual Behaviours

What lies underneath

Policies
(written/
unwritten)

Powerful
Ideas

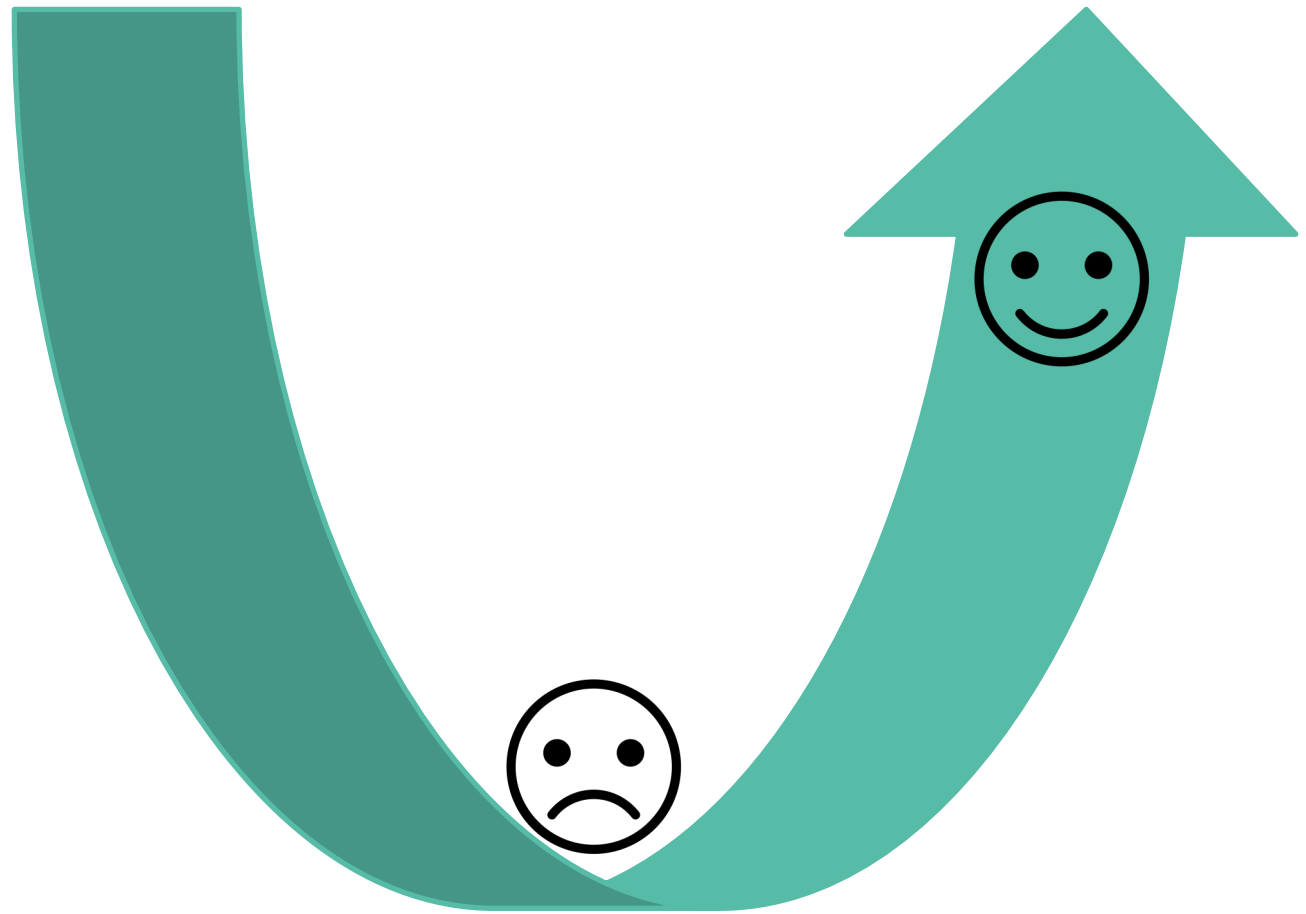




Triangle Principles

- Systemic discrimination is an “ism”.
- Prejudice “baked-in” & goes unnoticed
- Brain tends to justify our actions
- Our goal is to bring policies & powerful ideas into realm of what is seen so transformation can occur here
- What is seen creates disorder & struggle – this is normal in change

Change Curve





Micro-skills for Transforming PPP

Honour their personhood

- Separate their personhood from remark
- Create a level playing field; do not patronize



Micro-skills for Transforming PPP

Connect, ask, then challenge

- Ask curious questions (open-ended)
- Paraphrase to ensure understanding
- Share your perspective with care
- Avoid cross-examination

Manage your self-talk

Engaging PPP



Highly
Polarized

Build
Connection

Nurture
Empathy

Moderately
Polarized

Engage
Dialogue

Access
Empathy

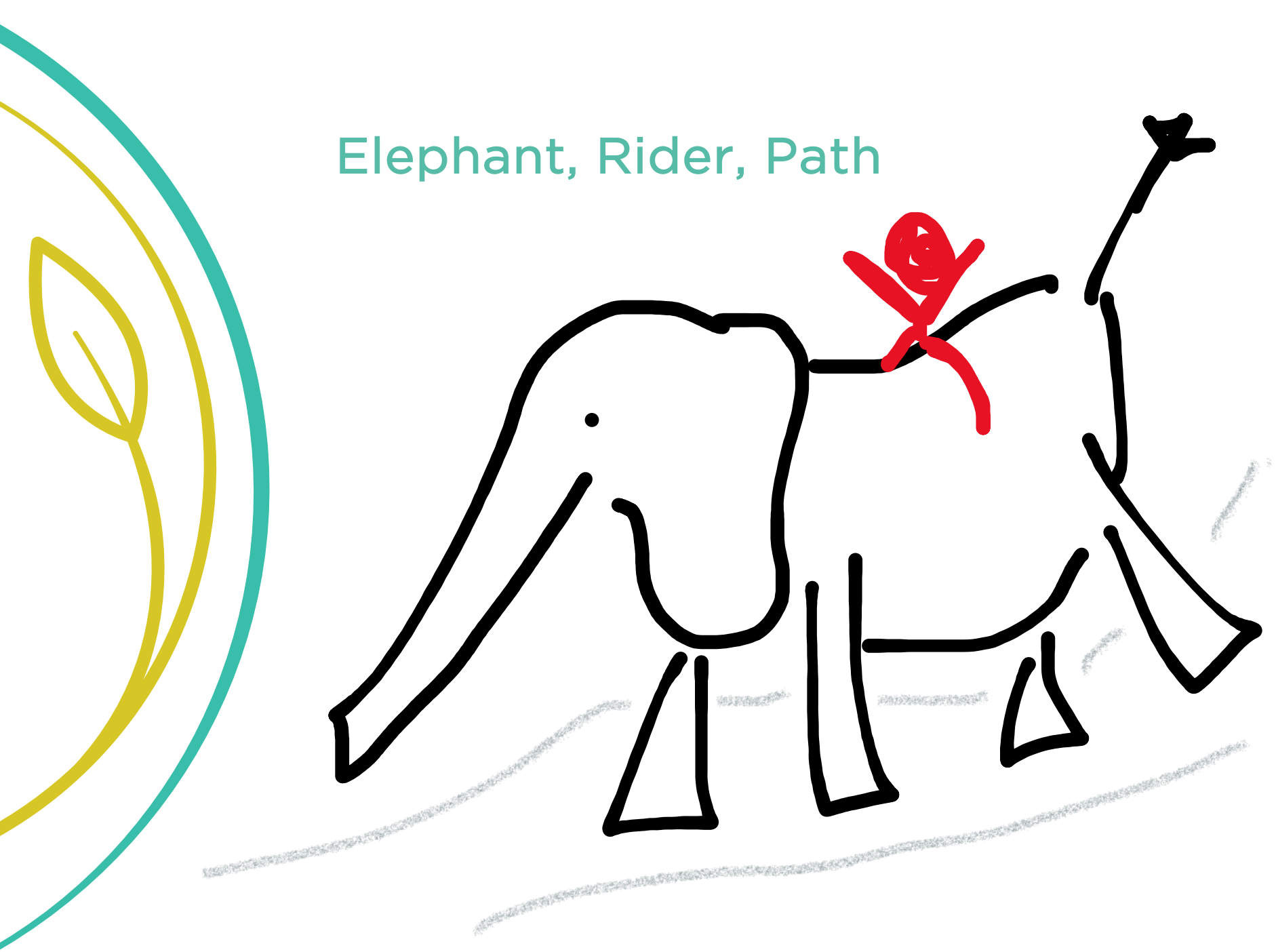
Minimally
Polarized

Invite
Action

Empower
Empathy



Elephant, Rider, Path





Transforming PPP

- Profound humility
- Patience with each other, spirit of grace;
- A willingness to be uncomfortable and to take a hard look at ourselves; to listen, to hear another's experience;
- A 24/7 commitment to honouring the humanity in each person;
- Strategies for addressing prejudice (in others + ourselves + our congregations)



Video Reflection: Eat Together

<https://www.youtube.com/watch?v=yLsSy64xILI>