

Women's Advocates' Professional Development Day

Facilitated by Susan Swain

Our day is packed so let's get this party started!



The next hour will focus on getting to know each other better. 😊



We will break for a 30-minute morning tea starting around 10:15.



#QLDWAPDday on Twitter. Text Susan on 0449 033 375 w/ ?'s, comments, etc

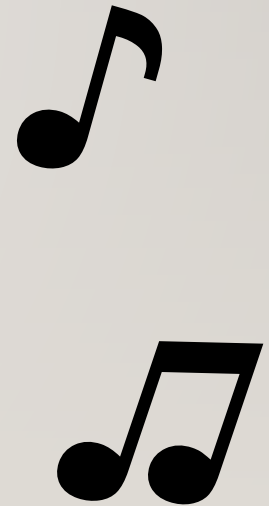
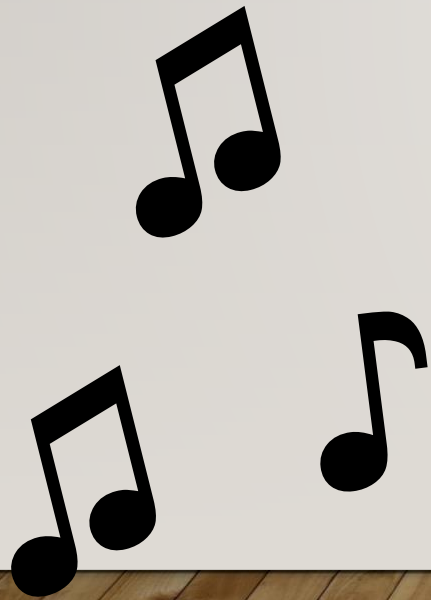


WA Goals: Great day, connection, support

LET'S GET READY TO DO SOME...

♪♪ Vanilla Ice, **Ice Breaking** ♪♪

♪♪ Da-na-nanana-na-na-na-na ♪♪



Icebreaker: Scaling Activity

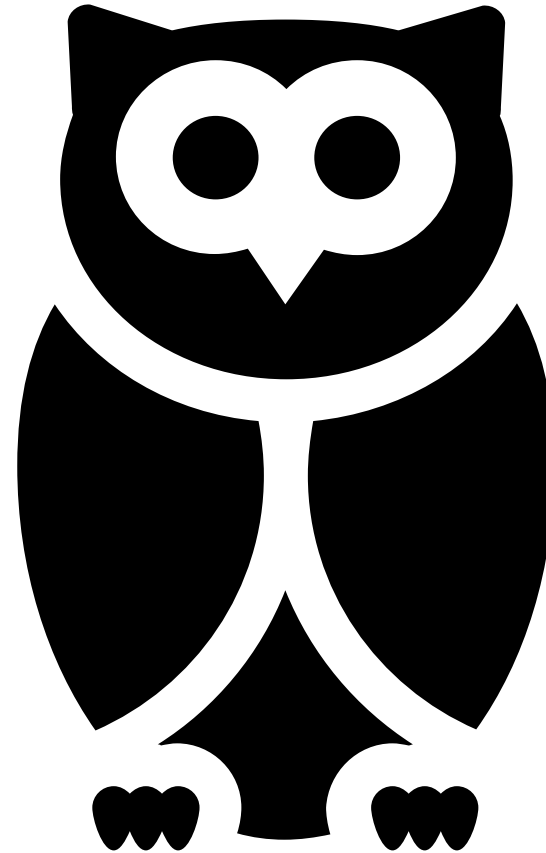
Time to think and get moving!
(Sorry, I know it's early).

Let's explore our experiences and ideas. 😊

Whooo are you?

Briefly let us
know your...

- ▶ Name
- ▶ Organization
- ▶ Location
- ▶ Role
- ▶ And if you eat an occasional Chiko Roll for breakfast?



Adapted from the work of Debby Zelli of the Kansas Coalition Against Sexual and Domestic Violence and mincava.umn.edu

Icebreaker: Share with your small group

1. Get butchers paper and someone to scribe.
 - Answer:
 - **Why you were drawn to this work and/or what inspires you?**
 - **What did you do on your last day of work (or on a typical day at work?)**
 - **If you have time, please share your observations about the relationship between these questions.**

Rationale behind these questions:

- To help us know you, to identify similarities and differences in our work, and to learn what pressures advocates are experiencing right now.



Icebreaker: Share with our large group

- What themes can we identify across several groups?
- Is there anything we need to incorporate from this today?

Icebreaker: Never Have I Ever...

Scenarios WAs might experience.

Experienced This?	Never Experienced This? (or don't wish to share)
Stand!	Sit!

Share what/if you would like to. Some ideas are:

- a. what you did
- b. how it worked
- c. what you would do the same and/or what they would change, etc.
- d. what frameworks or values you used to make this practice decision

Advocacy Icebreaker

What can the good ol' Aussie Chiko Roll teach us about ourselves and advocacy?

Did you know?

Chiko Rolls contain beef, celery, cabbage, barley, carrot, corn, onion, green beans, and spices held together in a tube of dough made from egg and flour.





ROLL, ROLL, ROLL

Advocacy, influence, resourcing and power

A step back to reflect on our work and re-centre our efforts, consider our boundaries, and reconnect with our values.

A chance to discuss power and our relationship with it.

10:45 - 11:45

Where shall we start?

What are some common frameworks or values we might use?

Moral, ethical imperatives

Post-modernism

Faith-based values, callings

Conflict theory

Giving back, lived experience

Strengths

Dignity of risk, duty of care

Social justice

Feminism

Post-structuralism

Systems theory

Risk, safety

Human rights

Power, privilege, oppression

Others

Community development

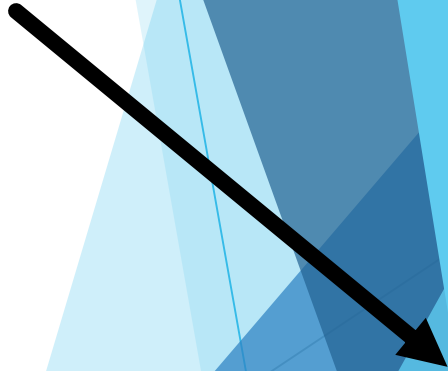
Defining Advocacy

“The advocacy role...includes the redistribution of power and recourse to an individual or group, guarding their rights and preserving their values, conserving their best interests and overcoming the sense of powerlessness” (Pardeck, 1996).

“Advocacy is a set of organised activities designed to influence the policies and actions of others to achieve change...Advocacy must always be about getting a change in actions, not just in understanding.”



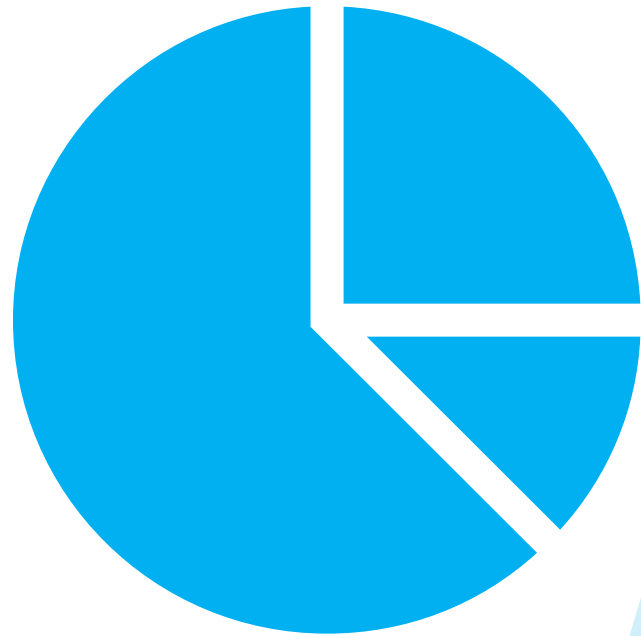
Micro
Mezzo
Macro
or
Meh?



“Advocating for changes which meet women’s practical needs is important but may only address the symptoms of women’s inequality with men (such as women’s lack of access to resources).”

Achieving women’s strategic interests gets to the heart of the problem and can empower women and move towards an end to gender inequality.”

A Big, Sweet Slice of Advocacy Pie, Y'all!!!



- Client, organizational, HRT admin, stats
- Time with clients
- Risk / safety matters
- Individual client advocacy
- Planning for strategic advocacy
- Crisis
- Liaising with facilitators
- Observing MBC groups
- Supervision
- Referrals

Power and women's advocacy

- ▶ A better understanding of power can help us think more carefully about where we spend our time, what changes we want to achieve through advocacy, and what methods to use.

Power basics:

Power can only exist in relation to other living beings. It's something we don't always have.

Power is being able to have access to and control over resources and to be able to control decision making.

Power can help us feel in control and feel good.

When we feel powerless, we can feel out of control and have other negative emotions.

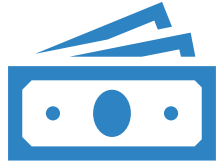
Our relationship and perceptions of power and the ability or inability for a us to harness power for good may influence our clients' understanding and relationships with power.

Why ordinary people need to understand power

A TED Talk by Eric Liu



Power decides...



Who gets
what:

The
distribution &
control of
resources



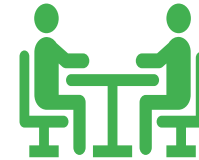
Who does
what:

The
division of
labour



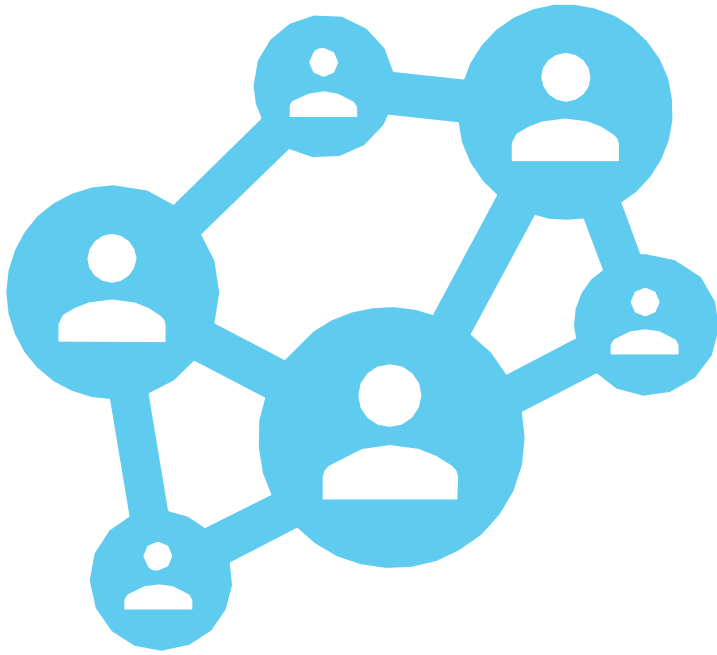
Who
decides
what:

Decision-
making
power



Who sets the
agenda:

The power to
determine whose
issues/priorities
come to the
table for
discussion



“Power is the capacity to make others do what you would have them do.”

Eric Liu

“[Eric Liu](https://ideas.ted.com/how-to-get-power/) is the founder and CEO of Citizen University...Liu was a White House speechwriter and policy writer for President Bill Clinton.” Source: <https://ideas.ted.com/how-to-get-power/>

Power Analysis: Iced Drink model

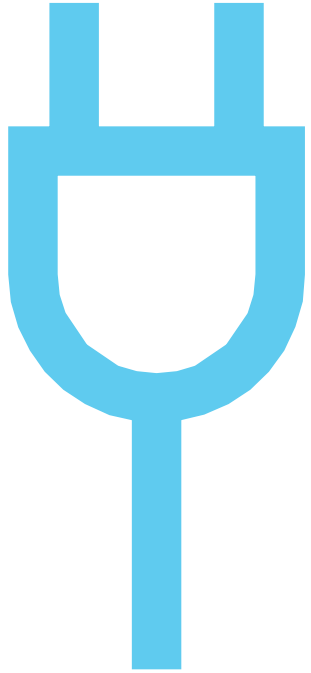


Visible Power
Formal role

Hidden Power
Systems

Invisible Power
Ideology

5 Types of Power



Power over (control)

Power to (capability - derived from capable)

Power within (ability - derived from able)

Power with (co-operation, solidarity)

Empowerment (self realization)



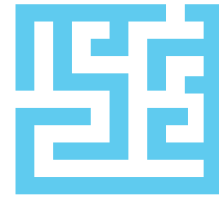
1

**Understand
the system**



2

**Identify
your
objective**



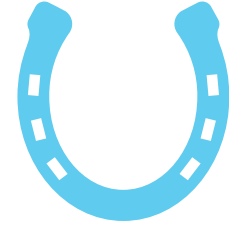
3

**Sharpen
your
sense of
strategy**



4

**Tell a
story**



5

Practice

5 Basic Skills of Power & Influence

Power of Paradox: How We Gain and Lose Influence

- ▶ Cookie Monster experiment
- ▶ “Give any person a little feeling of power and we become more focused on our own desires than on others...each and every one of us is vulnerable to it: abusing power, leading by fear, and stressing people out.”
- ▶ Influence is best gained through:
 - ▶ Enthusiasm
 - ▶ Kindness
 - ▶ Focus
 - ▶ Calmness
 - ▶ Openness

Dacher Keltner, Ph.D., is the founding director of the Greater Good Science Center and a professor of psychology at the University of California, Berkeley. Dacher is the host of the Greater Good Science Center’s award-winning podcast, *The Science of Happiness* and is a co-instructor of the GGSC’s popular online course of the same name. He is also the best-selling author of *The Power Paradox: How We Gain and Lose Influence* and *Born to Be Good*, and a co-editor of *The Compassionate Instinct*.

Power Play: Advocates, Facilitators, Survivors, Managers/Decision Makers

- ▶ What are the different types of power you have?
- ▶ How does having or not having power make you feel?
- ▶ How do gender roles, gender norms and other personal attributes affect the power you have?
- ▶ How does the power you have or don't have influence your access to information, resources, and relationships that could bring about change for survivors?
- ▶ Which of the 5 basic skills of power might you use to help you become more influential on behalf of survivors?