**Power, Part 2- Moving into action**

*Objectives:*

Following completion of this session, learners will be able to:

1. Examine systems of power that impact the health of our patients
2. Diagram their own personal circles of influence
3. Formulate at least 1 SMART goal describing how their circles of influence can be leveraged to redistribute power. (A SMART goal is: Specific, Measurable, Achievable, Realistic, and Timely.)

*Preparatory Work:*

Prior to attending the session, learners have been asked to:

Review video from last session (if missed) and come prepared to discuss: *How can the “laws of power” be leveraged to place more power (as it relates to the health care system in particular) in the hands of those who are oppressed?*

* Video: <https://www.youtube.com/watch?v=c_Eutci7ack&t=190s> (How to understand power, Eric Liu)

*In Session Facilitator Guide*

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| **Duration** | **Format** | **Activity** | **Materials Required** | **Optional Materials to Offer** |
| <5min | Large Group Discussion | Brief welcome and check in with the group:1. Any hanging questions or comments from last week?
2. Create space for any current events that need to be discussed.
 |  |  |
| 8 min | Pair ShareCan show PPt slide 2 if desired | Ask each pair to identify who will report back.Encourage to relate to our history sessions, other existing knowledge, and lived experiences.*When it comes to systems that relate to the health of our patients…** *Why are the systems this way?*
* *Who made it so?*
* *Who wants to keep it so?*
 |  |  |
| 10 min | Large group Discussion | Pairs report outRelate to current events if applicable |  |  |
| 2 min | Large group ppt | Introduce Circles of Influence**SLIDES 3-4**We have spent much of this year learning. We must move into action in order to effect change. Learning and action are both important and necessary.To help move toward action, let’s consider this framework of circles of control, influence and concern. This is largely credited to Stephen Covey, author of “The Seven Habits of Highly Effective People”. Covey had 2 primary circles, control and concern, but others have added a little more nuance by including the circle of influence and I like this addition a lot– especially for all of us as positions who, whether you like it or not, are in a position where we have more influence and power than many other people experience.The circle of concern are the things we worry about– what concerns us? So to use this frame of racism, here are some of the things that I think about. (click through). This list could go on, because as we have discussed, racism has SO. MANY. Impacts and it is really enmeshed in so many aspects of our society. If I live in the circle of concern, I will feel overwhelmed and it is difficult to accomplish anything.The circle of influence is the area where you may not have direct control over something, but you CAN have a significant impact on the outcome. (click through)Finally, there is the circle of control. This is where you can directly make decisions– what YOU do. These may be small things, or they may be large things. Often influence and control will relate to your talents. I *could* spend my time doing community based participatory research exploring the impact of racism on asthma, for example. Except for me, this is not really where my talents and passions lie; they are in education and curriculum development. So some of this is finding your little sphere where your effort and talent is best spent, and capitalizing on that. If you have a particular strength, or a particular voice in something (like you are the person in your large extended family that everyone trusts and comes to for advice), maybe that is where you focus your effort. This can shift over your career. | Suggest editing slide 3 to include some personal examples for the facilitator |  |
| 5 min | Individual work | Draw personal circles of Influence diagram |  |  |
| 10 min | Pair work | Consider your own circles of concern, control and influence. Focus especially on where you have CONTROL and INFLUENCE*How can the “laws of power” be leveraged to place more power (as it relates to the health care system in particular) in the hands of those who are oppressed?*Work with a partner to develop at least 2 SMART goals—things you could do, by when, to start shifting power. They can be small or big! |  |  |
| 5-10 min | Large group | As time permits: Report SMART goals to the group. If there are things that require group effort, consider actions you may want to take (anything amenable to a QI or scholarly project??) |  |  |