Power Sharing Practices

Development

- Share leadership opportunities
- Staff meeting facilitation & project management
- Support Staff to Create Own & Agency Goals

Mutuality

- Incorporate critical examination of social identity, power, and oppression into supervision & client meetings
- Shared self & supervisor evaluations
- Peer Affinity Groups

Power Sharing Practices



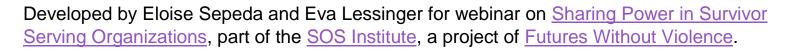
- Job Descriptions
- Ask/Use Feedback
- Discuss Budget/Logic Model
- Co-design program & changes

Transparency

- Clear communication about roles, responsibilities and expectations
- Establish preferred methods of communication
- · Consistent 1-1 check-ins
- Normalize self-care, belonging and inclusion (call in vs call out)

Decision-Making

- Identify decisions/solutions that can be made collectively
- Create transparent processes
- Advocate to other decision makers for changes requested by staff





Decision Making Tools

DARCI Clarity on decision making and who will be involved in each step

• Decision-maker, accountable, responsible, consultant, informed.

MOCHA Tool for establishing **clear roles** on projects

• Roles: manager, owner, consulted, helper, approver.

Levels of involvement Levels of ownership and involvement

• Decide and announce; gather input from individuals and decide; gather input from group and decide; consensus; delegate with constraints.

Consensus Way of reaching agreement between all members of a group

• All opinions, ideas and concerns are taken into account.

Gradients

Gradients of agreement, 8 point scale for decision support

- Whole-hearted endorsement; agreement with a minor point of contention; support with reservations; abstain; more discussion needed; don't like, but will support; serious agreement; veto.
- DARCI: <u>https://www.trec.org/wp-content/uploads/2020/05/DARCI-Decision-Making-Model-v520.pdf</u>
- MOCHA: <u>https://interactioninstitute.org/wp-content/uploads/2017/05/levels-of-involvement.png</u>
- Levels of involvement: <u>https://interactioninstitute.org/wp-content/uploads/2017/05/levels-of-involvement.png</u>
- Consensus: <u>https://www.seedsforchange.org.uk/consensus#what</u>
- Gradients agreement: <u>https://www.lucidmeetings.com/glossary/gradients-agreement</u>
- Choosing modes of decision making: <u>https://www.managementcenter.org/resources/modes-decision-making/</u>