



Power Moves for Culture Makers

KELLYDIELS
KD





*I live and work on the
traditional and UN-CEDED
territories of the Stó:lō
Nations*

KELLYDIELS.COM

HOUSEKEEPING

- 2 hour class
- Yes, there will be a recording! I will email it to you tomorrow
- Feel free to virtually raise your hand with questions
- Use the comments to connect and get to know each other
- We will do a 30 min Q&A at the end

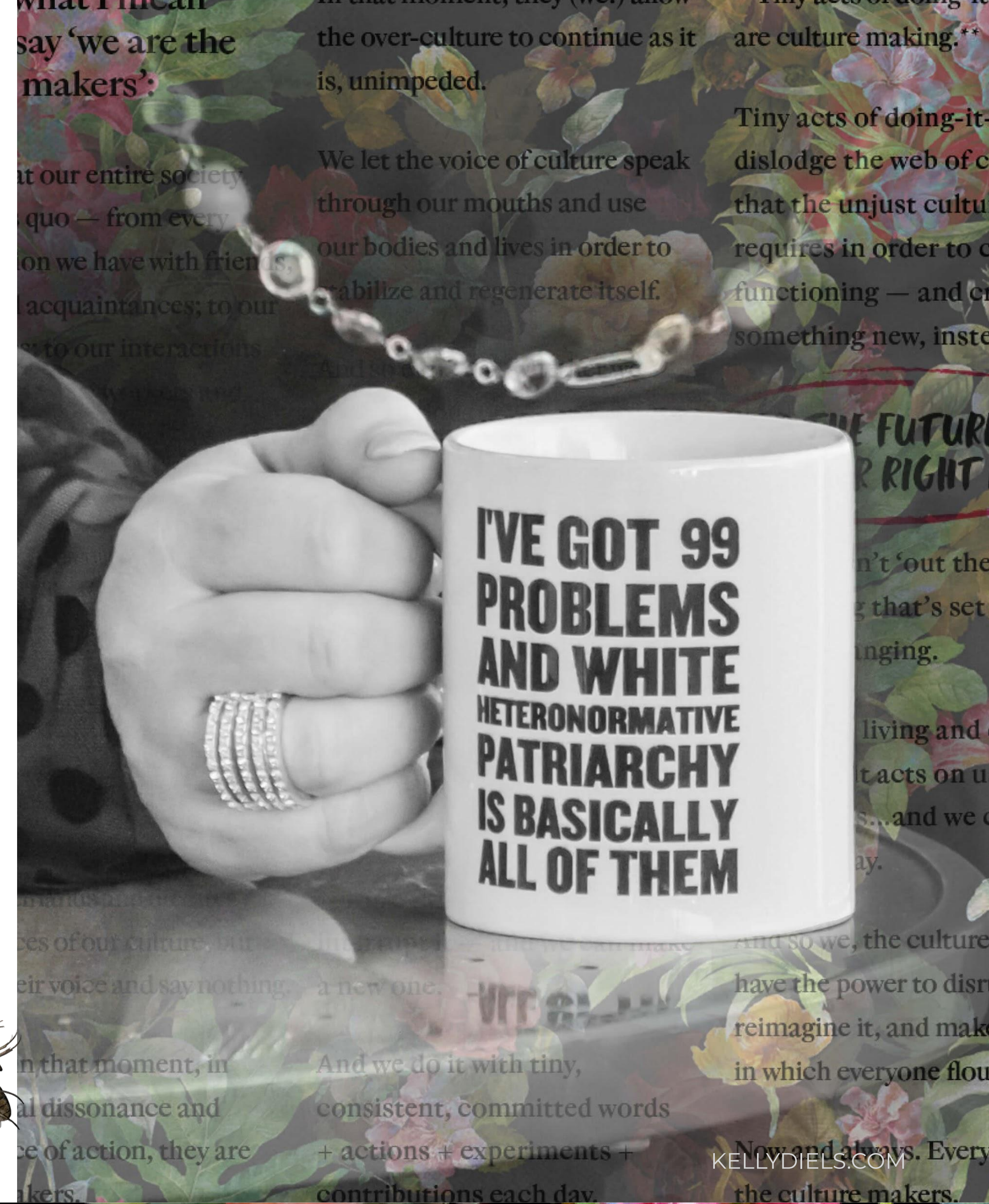
My Ask



Tomorrow morning:

- I'll send you the recording
- Slides
- Resources
- I'd appreciate it if you checked out *We Are The Culture Makers 2024* at:

<https://kellydiels.com/culturemaker-2/>





Learning Intention

Learn a self-coaching tool to dissolve shame and self-doubt

So you can make power moves in your life,
your career
and our culture

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The Problem with Power



Our Formative Experience With It...
And a Surprising Truth

- It has been used against us
- *But everything that has been used against us is a source of power*



We Already Know that Power Can be Used Differently

- There are different kinds of power





We Already Know that Power Can be Used Differently

We speak about power in coded ways

- Empowerment
- Manifesting
- Creating
- “I want to make an impact”
- Commitment, Accountability
- Hope





‘It’s important to say what hope is not: it is not a belief that everything was, is, or will be fine. The evidence is all around us of tremendous suffering and tremendous destruction. The hope I’m interested in is about broad perspectives with specific possibilities, ones that invite or demand that we act. ... Hope locates itself in the premises that we don’t know what will happen and that in the spaciousness of uncertainty is room to act. When you recognize uncertainty, you recognize that you may be able to influence the outcomes – you alone or you in concert with a few dozen or several million other. Hope is an embrace of the unknown and the unknowable, an alternative to the certainty of both optimists and pessimists. Optimists think it will all be fine without our involvement; pessimists take the opposite position; both excuse themselves from acting.’

—Rebecca Solnit, *Hope in the Dark*, 2004/2016





My Definition of Power

A life-force

We can influence outcomes

and

/ can influence outcomes



The TRUE^X Self-Coaching Tool





Feminist, Culture-Making Power Moves

(I teach this in *We Are the Culture Makers*)

TRUE X





TRUE



- Toggle
- Remember
- Unlearn
- Express
- Get EX^{ponential}



Power Move #1 TOGGLE





Power Move: TOGGLE

T R U E X

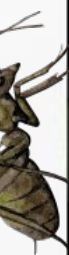




Toggling

EXAMPLES:

- Brigid Schulte and how 'time is a feminist issue'
- School boards, austerity & fundraising
- 'The politics of resentment' – toggling helped me see that my hypothesis was wrong
- Mansplaining





Toggling

Usually our lens is individual, so zoom out

- Change the altitude
- Get on the balcony
- Think: collective, social, power relations
 - *Who gets off the hook?*
- Another way of saying this: **build your analysis**





Barbara J. Love

Social Justice
Transformational Change
Liberation & Healing



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Developing a Liberatory Consciousness

Liberatory consciousness is a framework used to maintain an awareness of the dynamics of oppression characterizing society without giving in to despair and hopelessness about that condition and enabling us practice intentionality about changing systems of oppression.

Awareness

Developing the capacity to notice what is going on in the world around us, and continually interrogating our observations from a liberatory perspective.



Analysis

interrogating what we see happening in the world around us from a liberatory perspective. It means asking whether the reality that we can name moves toward deliberation or away from it. If it moves away from liberation, what needs to happen to put it on track toward liberation.



Accountability

Asking what, if anything needs to happen to move the reality that we are witnessing or experiencing on a path toward liberation, and what our role should be in that movement.



Action/Allyship

Refers to the support that we provide each other in mirroring our liberatory intentions back to each other, and the assistance we provide to each other in adjusting our perspective, language, and behavior in the course of our work, and the pursuit of liberation.



Dr. Barbara J. Love



PROMPT

T

TOGGLE. What's the bigger picture? What do you see if you look through the lens of an identity? What system is at work? Who benefits or gets off the hook?

Power Move #2 REMEMBER





Power Move: REMEMBER





REMEMBER: We Are the Culture Makers

- The internet and computer programming? A woman, Ada Lovelace, wrote the first algorithm.
- Rock 'n roll, jazz, hip-hop? Black Americans invented them.
- Pop-culture slang? Much of our trendy language comes from the drag community, as well as black, queer, gay, trans, and immigrant communities.
- Indigenous people protect 80% of the earth's biodiversity





REMEMBER: We Are the Culture Makers

- The literary and academic canons, science: take a gander at the acknowledgements and you'll see male authors thanking their wives, sisters, mothers, and female assistants for their thought partnership, typing, and their disproportionate domestic labour that made the work of art possible.

And then are all the women who were coauthors but didn't get credit.





REMEMBER: We Are the Culture Makers

- Could Instagram, Facebook and Tik Tok et al exist without women's enthusiastic adoption adoption of the platforms and the content women generate, for free, every day? *Unlikely.*
- Professional sports? Would cease to exist without black athletes.





REMEMBER: We Are the Culture Makers

- Art, fashion, music and dance: gay people and people on the margins have always been the well-spring of creativity in all of these professions.
- Teenagers -- including [Autumn Peltier](#) and [Greta Thunberg](#) (she's neurodivergent)-- are leading movements to save our environment. [They're also leading the way on gun control](#) in the USA.





REMEMBER: We Are the Culture Makers

- Could the Beatles have become iconic superstars without teen girls crowning them?
- Why do we text? [Because of Norwegian teenagers made it A Thing](#)





REMEMBER: We Are the Culture Makers

- The culinary arts? Foodie/restaurant culture wouldn't exist without from immigrant chefs and traditions
- In interview after interview, you'll see top chefs of all genders name their mothers and grandmothers as their inspirations.





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REMEMBER: We Are the Culture Makers

- Even countries with glowing reputations for human rights have them because of black civil rights activists, feminists, indigenous and gay rights activists.
- Nearly every human and civil right you can point to was agitated for and earned -- with blood, sacrifice, suffering, protest and persistence -- by the people who either were not included in the first definition of 'people' or defined as 'illegal'.





REMEMBER: We Are the Culture Makers

- Women. Black people. Indigenous peoples. People of colour. The LGBTQ+ community. Teenagers. Girls –
- Everyone excluded from what Audre Lorde called ‘**the mythical norm**’ has in fact authored and dreamed and tended and protected and reproduced the best of our culture.

We Are The Culture Makers.
Remember who you are.





REMEMBER: Your PERSONAL story

- Paulette Senior, Director of Canadian Women's Federation said it in a speech: she copes and TRIUMPHS by remembering who she is
- *Remember everything you've survived*
- Whenever you feel not good enough, *remind yourself who you are*





We Are the Culture Makers

We are the culture makers
and we always have been

.

Remember who you are.





PROMPT

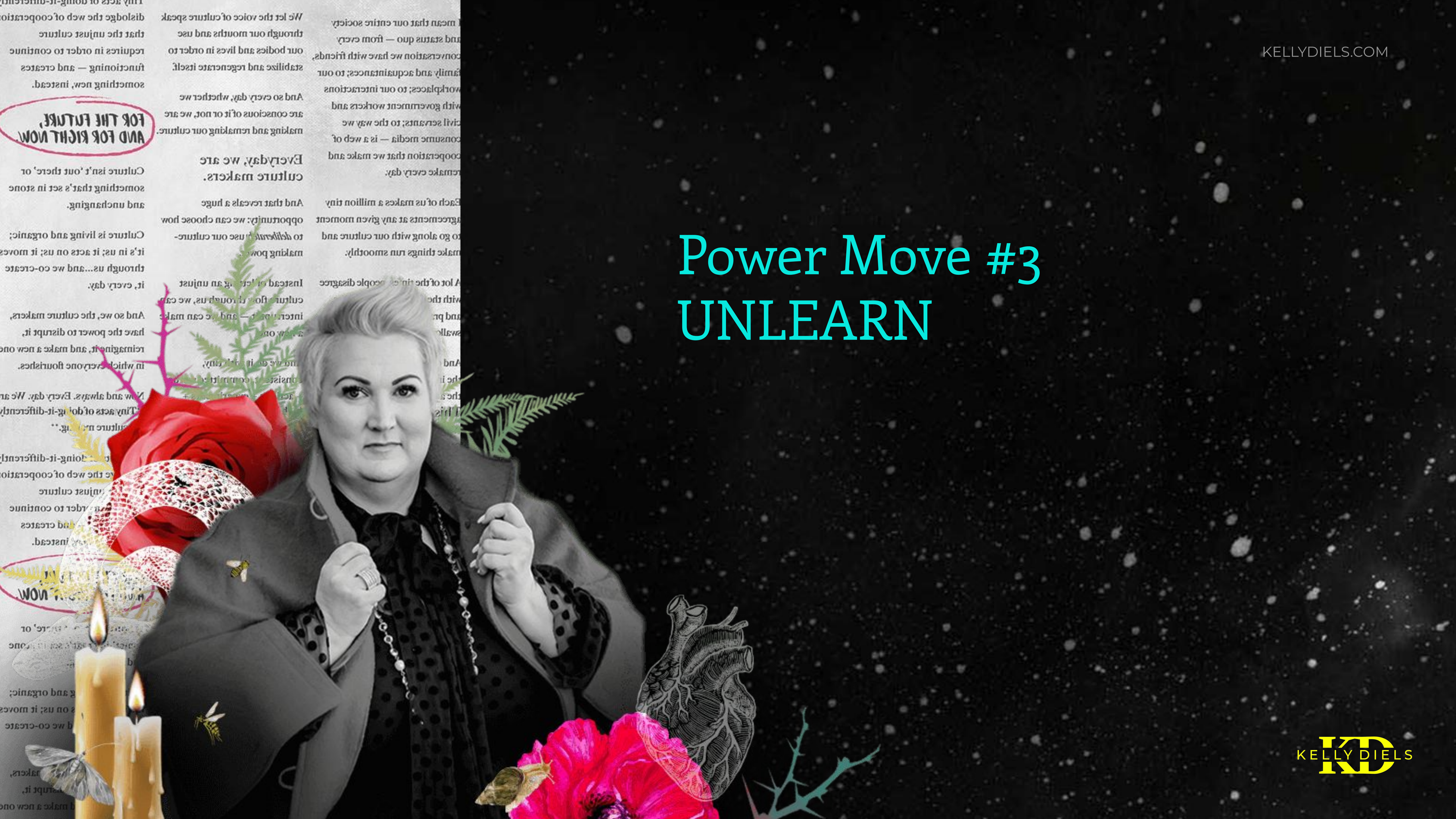
T

TOGGLE. What's the bigger picture? What do you see if you look through the lens of an identity? What system is at work? Who benefits or gets off the hook?

R

REMEMBER. Everything you've survived. Every ingenious, scrappy move you've made. Where you've come from. WHO you've come from. REMIND YOURSELF. (List it!!!)

Power Move #3 UNLEARN





Power Move: UNLEARN

T R U E X





UNLEARN

- Identify the behaviours/beliefs/practices that support the status quo or your current challenge



For example...

THE CHARACTERISTICS OF WHITE SUPREMACY CULTURE

By Kenneth Jones and Tema Okun

Perfectionism

Sense of urgency

defensiveness

quantity over quality

worship of written word

paternalism

either/or thinking

power hoarding

fear of conflict

individualism

Objectivity

Progress = bigger, more

Right to comfort





UNLEARN

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UNLEARN. What's your usual reaction? What's the opposite action? What are the creative alternatives?

Power Move #4

EXPRESS





Power Move: EXPRESS





EXPRESS

- *Now that you've identified the values & reactions that are the toxic conditioning you want to change...what are the opposites or antidotes? (Opposition is just the starting point...)*
- *Now...Express it. **What is the different response you can choose?***
 - Behaviours, beliefs, voice, art, practices, body language, embodiment



PROMPT

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E

EXPRESS. Say it. Do it. Send it. Post it. Breathe it. Live it. Create art or practices from it. Share it. TEACH IT. What's the express move you'll make?

Power Move #5 Get eXponential





Power Move: GET EXPONENTIAL

TRUE X





Power Move: GET EXPONENTIAL

- Group Chat
- The Hustle w/ Gabrielle Union. Hear To Slay Podcast
<https://luminarypodcasts.com/listen/roxane-gay/the-roxane-gay-agenda/hear-to-slay-the-hustle-w-gabrielle-union/b65823e8-90f3-4e57-b02c-12f9ca7bbdde>

Network

Mastermind

Join a group

Schedule time with friends, colleagues, thought partners, mentors





Power Move: GET EXPONENTIAL

Standing Dates
Accountability Buddy
Potlucks, book clubs, circles
Events
Meet-ups
Civic orgs
Back-channels



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X

GET EXPONENTIAL. Group Texts. Regular Meetings. Membership in organizations and groups. Backchannels. Peers. FRIENDS.

RECAP: Self-Coaching Tool



- Toggle
- Remember
- Unlearn
- Express
- Get EX^{ponential}





Learning Intention RECAP

Use this self-coaching tool – the TRUEX framework – to
dissolve shame and self-doubt

So you can make power moves in your life,
your career
and our culture

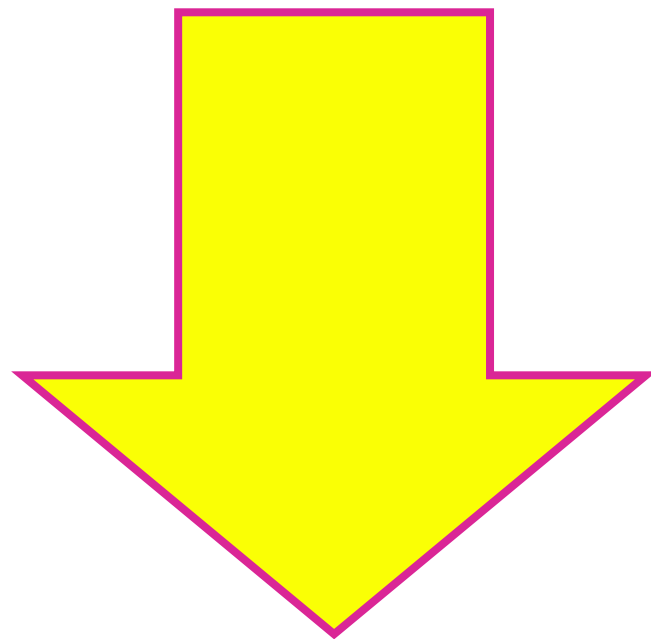
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We Are The Culture Makers

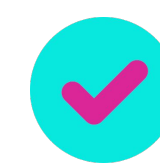
Special Offer

Current Price: \$1,200 USD



Special Offer: \$1,000 USD

16% Discount:
\$200



Grow your analysis across the fraught issues in our lives: power, money, time, body, likeability, beauty, relationships,, leadership, risk...



Monthly Group Calls (10) so you have the opportunity to get real-time laser-coaching from Kelly



3 video lessons per month so you've got regular doses of learning, unlearning **so you can get out of shame and into power.**



3 Co-Working Sessions per month so you have structured time & support to actually work through your lessons (no more buying a course and letting it languish)



Monthly, Live Guided Meditations specific to our monthly theme, so you are mindfully and continuously absorbing + reinforcing your new intention and mindset (and getting replenished!)



Payment Plans: **Pay in Full \$1,000** or **Split into 12 payments of \$83.34**

PLUS

BONUS #1: Rewiring The Imposter Complex (\$500)

BONUS #2: Planning for Success (\$750)

www.kellydiels.com/culturemaker

Coupon code for pay-in-full: **WORKSHOP**

Coupon code for payment plan: **WORKSHOP2**

NEXT

- You will get the recording & transcript tomorrow
- Do the prompts in the TRUEX mapping tool for key patterns and blocks in your life. Pre-decide some responses
- Use the model whenever you're feeling shaky, shamed or trying to figure out what is going on
- I'd appreciate it if you checked out *We Are The Culture Makers*
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20 <https://kellydiels.com/culturemaker>
- LET'S GO MAKE POWER MOVES!



WE ARE THE
CULTURE
MAKERS



www.kellydiels.com/culturemaker-2