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WE ARE THE CULTURE MAKERS

Power Moves for Culture Makers

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

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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 2023* at:

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

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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*

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We Already Know that Power Can be Used Differently

- There are different kinds of power

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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

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‘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

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My Definition of Power

A life-force

We can influence outcomes

and

I can influence outcomes

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The TRUE X Self-Coaching Tool

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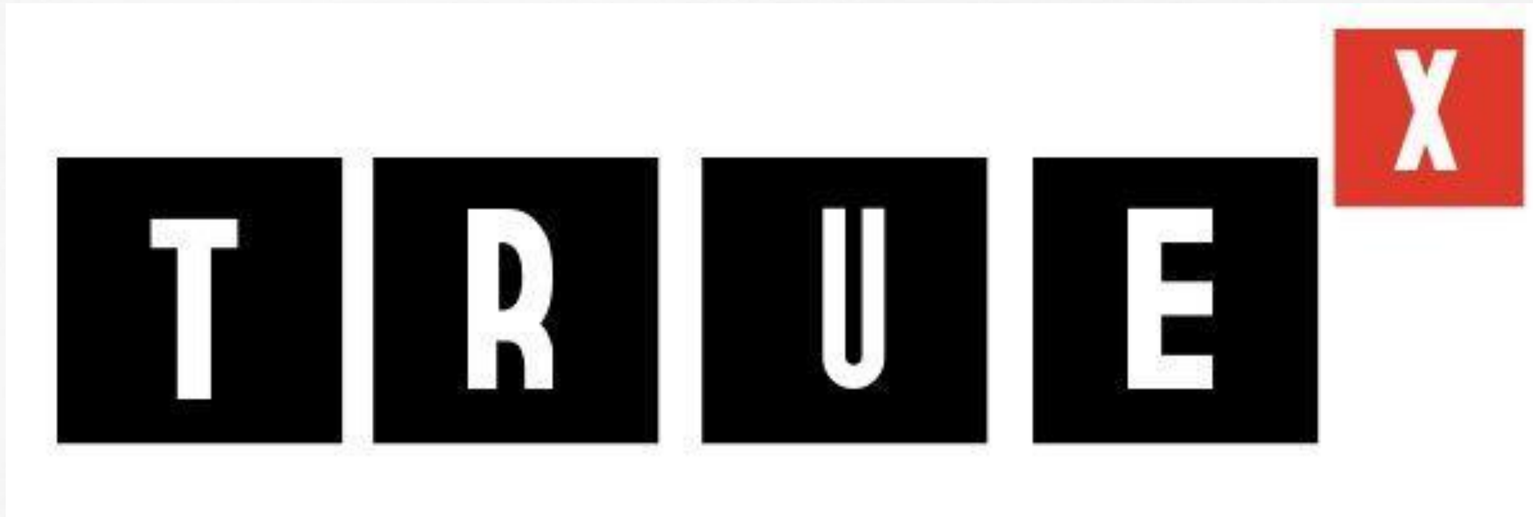
Feminist, Culture-Making Power Moves

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



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TRUE X

- Toggle
- Remember
- Unlearn
- Express
- Get EXPONENTIAL

Power Move #1
TOGGLE

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Power Move:

TOGGLE

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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

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Toggling

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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**

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Barbara J. Love

Social Justice
Transformational Change
Liberation & Healing

BJL Consulting

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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.

→

Dr. Barbara J. Love

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.

→

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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

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Power Move:

REMEMBER

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REMEMBER: We Are the Culture Makers

- The internet and computer programming? A woman, Ada Lovelace, wrote the first alogrithm.
- 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

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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.

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REMEMBER: We Are the Culture Makers

- Could Instagram and Facebook 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.

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REMEMBER: We Are the Culture Makers

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- Professional sports? Would cease to exist without black athletes.

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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.

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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

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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

- The culinary arts? Foodie/restaurant culture wouldn’t exist without from immigrant chefs and traditions
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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’.

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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.

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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*

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We Are the Culture Makers

We are the culture makers
and we always have been
.
Remember who you are.

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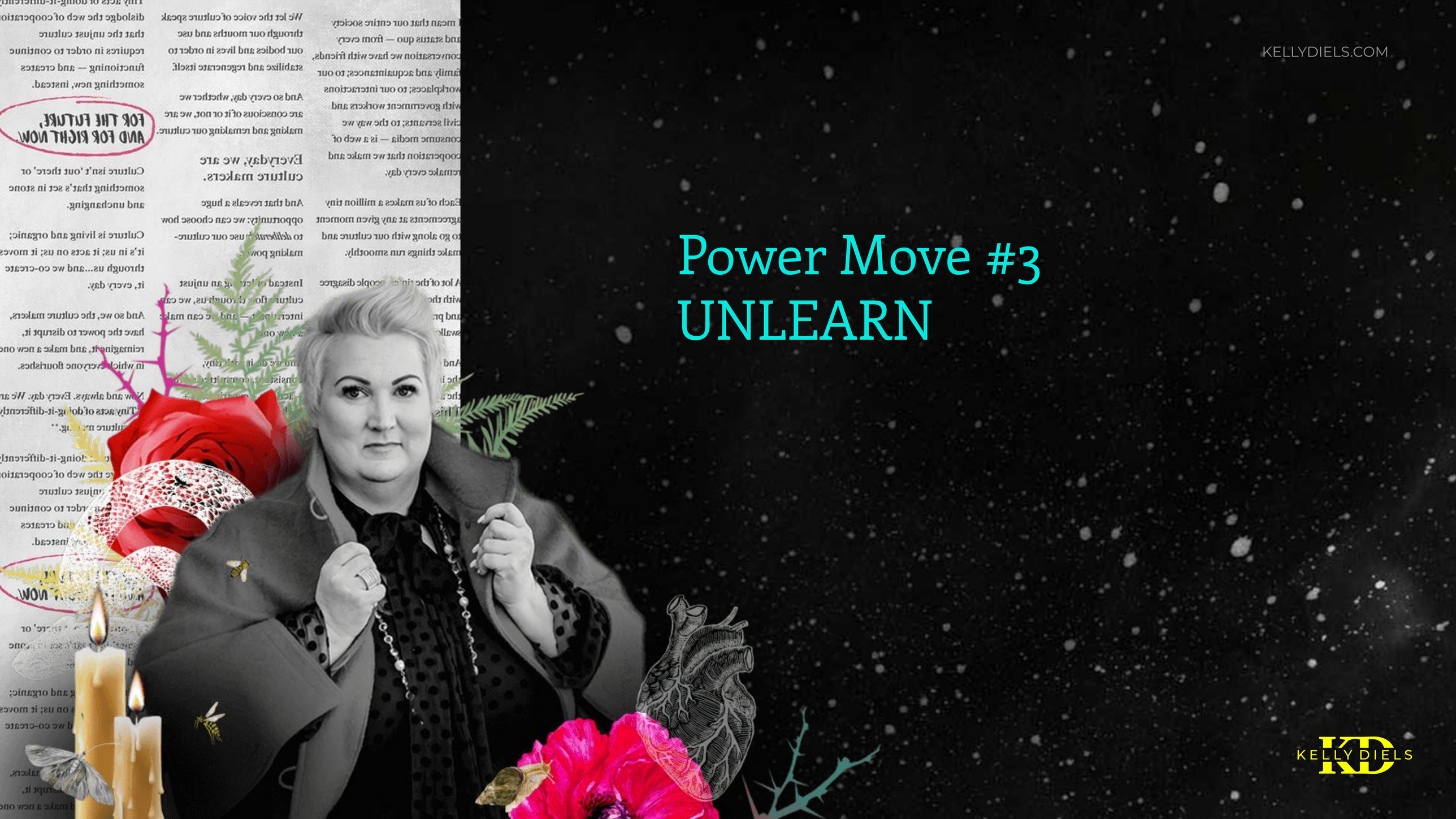
PROMPT

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



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Power Move:

UNLEARN

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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

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UNLEARN

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

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PROMPT

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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!!!)

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

Power Move #4
EXPRESS

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Power Move:

EXPRESS

TRUE X

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EXPRESS

- *Now that you've identified the values that support oppression*...what are the opposites or antidotes? (Opposition is just the starting point...)

- *Now...Live it*
- Behaviours, beliefs, voice, art, practices, body language, embodiment

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PROMPT

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

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

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Power Move:

GET EXPONENTIAL

TRUE X

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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

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Power Move:

GET EXPONENTIAL

Accountability Buddy
Potlucks, book clubs, circles
Protests
Events
Meet-ups
Civic orgs

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?

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

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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?

X

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

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RECAP: Self-Coaching Tool

TRUE X

- Toggle
- Remember
- Unlearn
- Express
- Get EXPONENTIAL

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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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NEXT

- 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-2/

- LET'S GO MAKE POWER MOVES!

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