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| **Abusing Power – Exploring root causes and issues for safeguarding- power, privilege, gender and intersectionality**  This is a bitesize summary of the RSH webinar held on 11 August 2020. The webinar was chaired by Khadijah Fancy from Mott McDonald and featured Sally Proudlove, UNICEF UK, Everjoice Win Action Aid International and Geeta Misra, CREA. |

**Background information**

The webinar focused on how we can seize this moment when the Me Too and Black Lives Matter movements are driving us to look more deeply at gender and racial justice in our organisations and in our work. We examined how we can look at power and privilege and move past compliance in our responses.

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**91%**

Of those who attended the webinar, stated that it provided them with the information needed. Please click to see the [full recording](https://www.youtube.com/watch?v=O5dekyiR_Aw&feature=youtu.be) and the [summary video](https://safeguardingsupporthub.org/webinars/abusing-power-exploring-root-causes-and-issues-safeguarding-power-privilege-gender-and).

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*The role of senior leaders is paramount. They need to live by and act on the organisations values and consider how their interactions and relationships with other senior managers are experienced by the organization.* ***Sally Proudlove***

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| **Key Points**  **Sally Proudlove of UNICEF UK** shared some interesting insights from the Leadership Tool she is developing to help organisations move from compliance to culture.  They found that healthy culture means an explicit safeguarding ethos with values and behaviours that are both articulated and lived at each level of the organization as well as a culture of curiosity, scrutiny and constructive challenge (with processes to underpin these behaviours). Sally challenged us to think about:   * Who gets a seat at the table and has decision-making power * What behaviours indicate genuine shifts in power * How do leaders demonstrate safeguarding is prioritised   **Everjoice Winn of Action Aid** asked us to think more deeply about how power operates and in particular to consider invisible and hidden forms of power.   * Our organisational cultures will not change if we only address compliance or if we only address visible and formal forms of power. * We need to dig deeper and do the uncomfortable work of challenging all forms of power. * Power is relative and held by groups and by individuals and we need to think about how to build positive power – the power to hold power to account – who owns the change as much as who owns the cultures of impunity.   **Geeta Misra of CREA** revealed the importance of looking at the nuances and fault lines of SEAH and the need to step away from absolutes.   * We know there are no absolutes, only because this is how we experience life. Which elements of safeguarding can (and should) be black and white, and which elements need more interrogation around the fault lines and the nuances. * We need to understand the different faces of power, with all its contradictions and complications. * Srilatha Batliwala talks about the concept of “invisible power” as the most problematic of all the faces of power because we never see it unless we know exactly how and where to look for it! Batliwala defines invisible power as: “the power to shape the way people think and feel about themselves and the force that creates social attitudes, biases, and the way our desires and needs are influenced.” * We need to bear in mind that power and privilege don’t always sit where you expect it to. We all sit within many different types of hierarchies -- and we are at the top of some and at the bottom of others. The first step is understanding the different ways this plays out within an organization. * The goal is to move from protecting women to protecting women’s rights; from prioritizing respectability to prioritizing respect for all; from a focus on preventing harm to a more positive focus on wellbeing. |

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*Explitatius essed moluptae nus, con cusda   
consedist, sin eat ut earum faccum alicienti   
aperferum si aut qui aut ommolup ienecto.*

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