



Identity, Power, AND Positionality

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group agreements

- Orient to “I” statements
- Allow yourself to be real
- Assume good intentions...
... and own your impact
- Be a skateboarder



agenda



Intro



**Making Power
Discussable**



Identity Mapping

**(INDIVIDUAL
ACTIVITY)**



**Power &
Positionality**



**Positionality
Mapping**

**(SMALL GROUP
ACTIVITY)**

***Building upon
Positionality
to create
inclusive
spaces in
healthcare &
leadership***





Why I'm here...



Why I'm here...

Recognize the structural determinants of Inclusivity

By design people/communities/groups are underrepresented and silenced therefore it is a radical act to create inclusive spaces



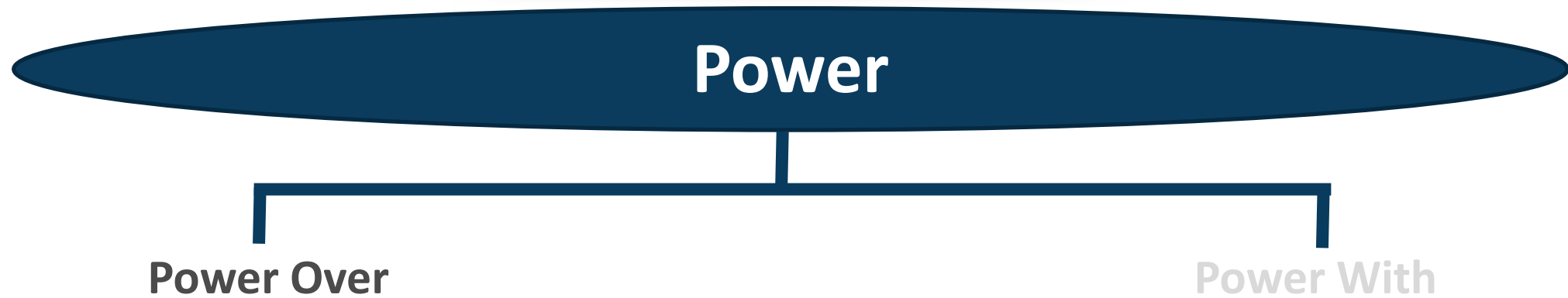
*the waters we swim
in...*





what is power?

one way to look at leadership...



How It Feels

- *Disempowering*
- *Dehumanizing*
- *Disconnected*

- ***Performative expressions***



impacts of power-over leadership

- **Empathy** decreases (Keltner, 2016)
- **Neural pathways for empathy** decrease (Obhi, 2014)
- **Communication, team effectiveness, patient safety** significantly decrease (Kearns, 2021)

moving towards power-with leadership...



Power Over

How It Feels

- *Disempowering*
- *Dehumanizing*
- *Disconnected*

- *Performative expressions*

Power With

How It Feels

- *Feel our own power*
- *People-first*
- *Connective*

- ***Authentic expressions***

moving towards power-with leadership...

Power

```
graph TD; Power([Power]) --- PowerOver[Power Over  
(Hierarchical, Transactional)]; Power --- PowerWith[Power With  
(Relational)]; PowerOver --> PowerWith;
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Power Over

(Hierarchical, Transactional)

How It Feels

- *Disempowering*
- *Dehumanizing*
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- *Performative expressions*

Power With

(Relational)

How It Feels

- *Feel our own power*
- *People-first*
- *Connective*

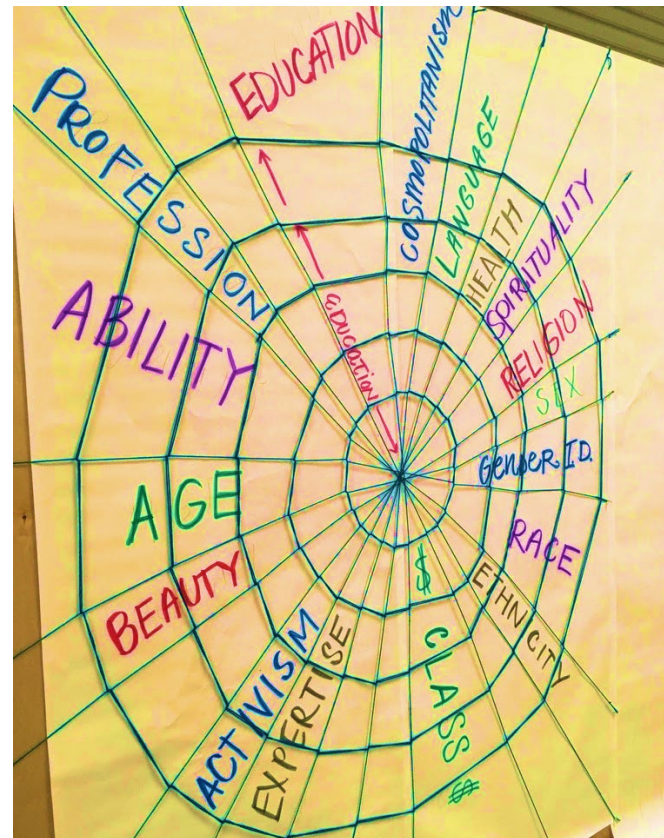
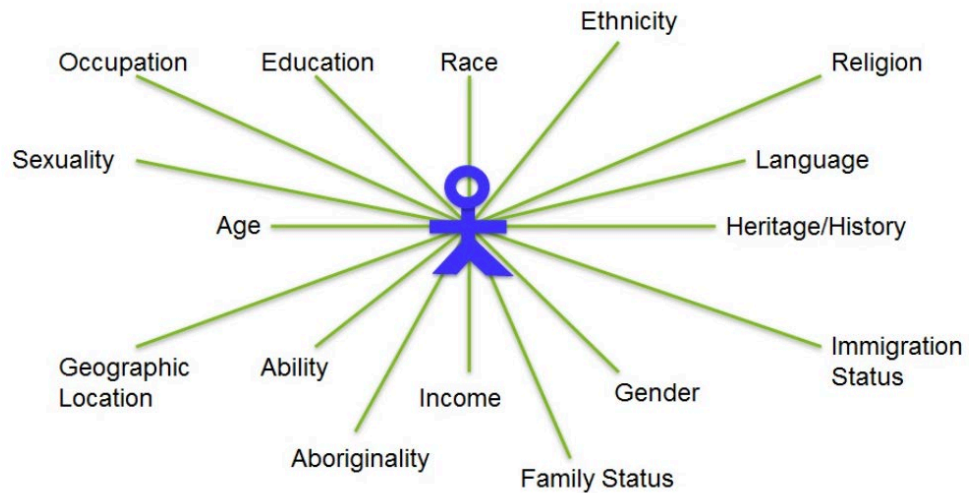
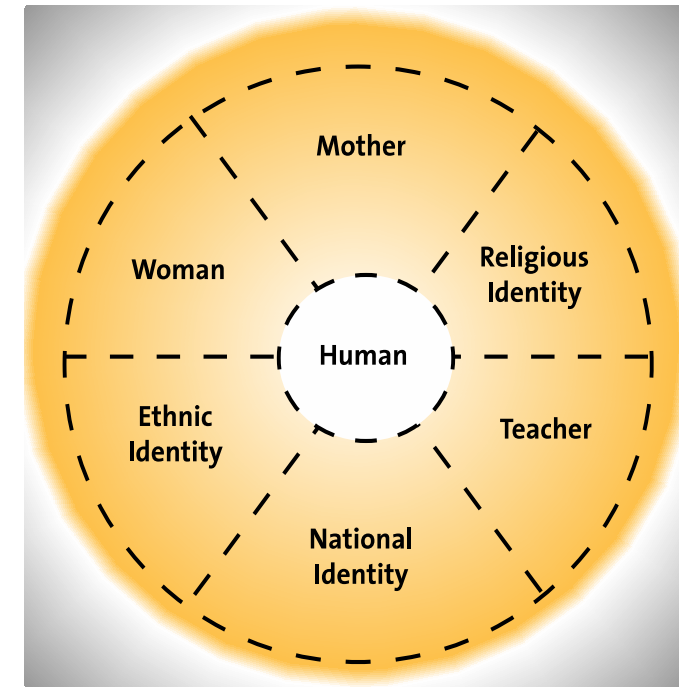
- *Authentic expressions*



what is identity?

Positionality “Wheels”

Identity + Power = positionality



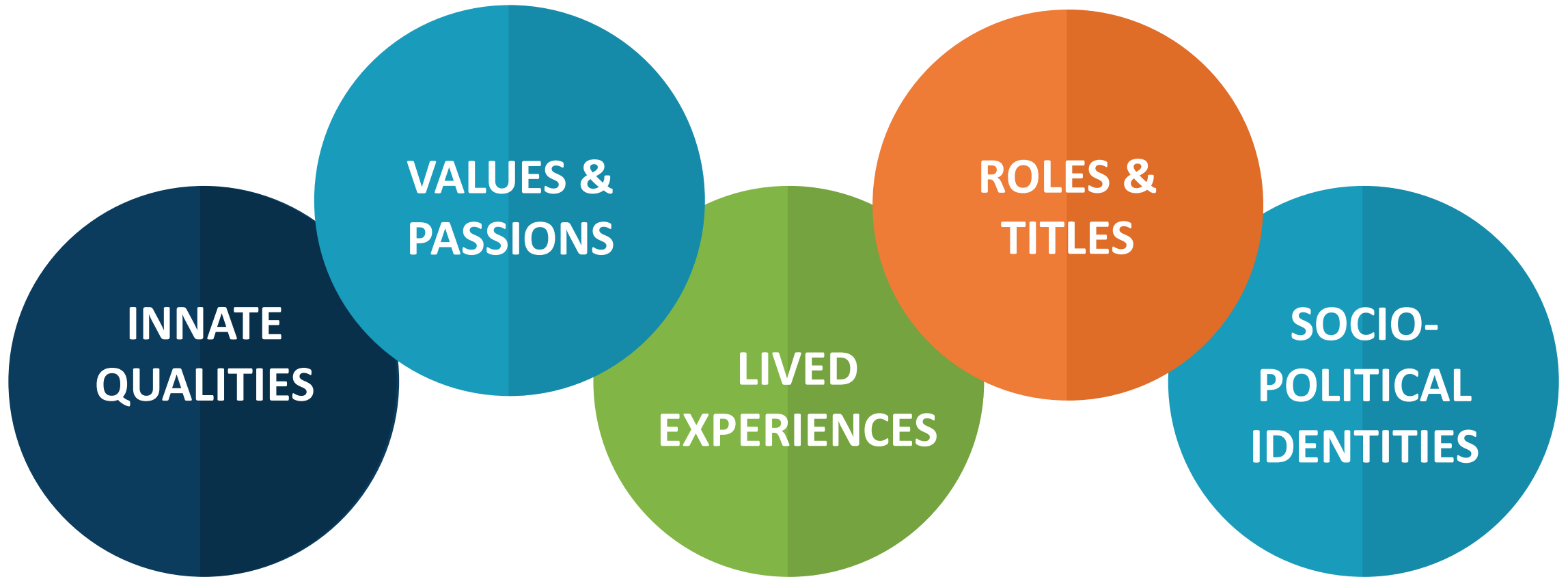
***What assumptions can you make of me by looking
at me virtually?***

Cirila Estela Vasquez Guzman, PhD, MCR

- Spanish Speaking
- CBPR researcher
- Zumba fanatic
- Niece
- Daughter
- Urban city life
- Immigrant
- First generation
- Dark skinned
- Assistant professor
- Fear of insects
- Short
- Glasses
- Married
- Bold policy advocate



Aspects of identity...



*the complexity
of identity...*

visibility

fluctuation

intersectionality



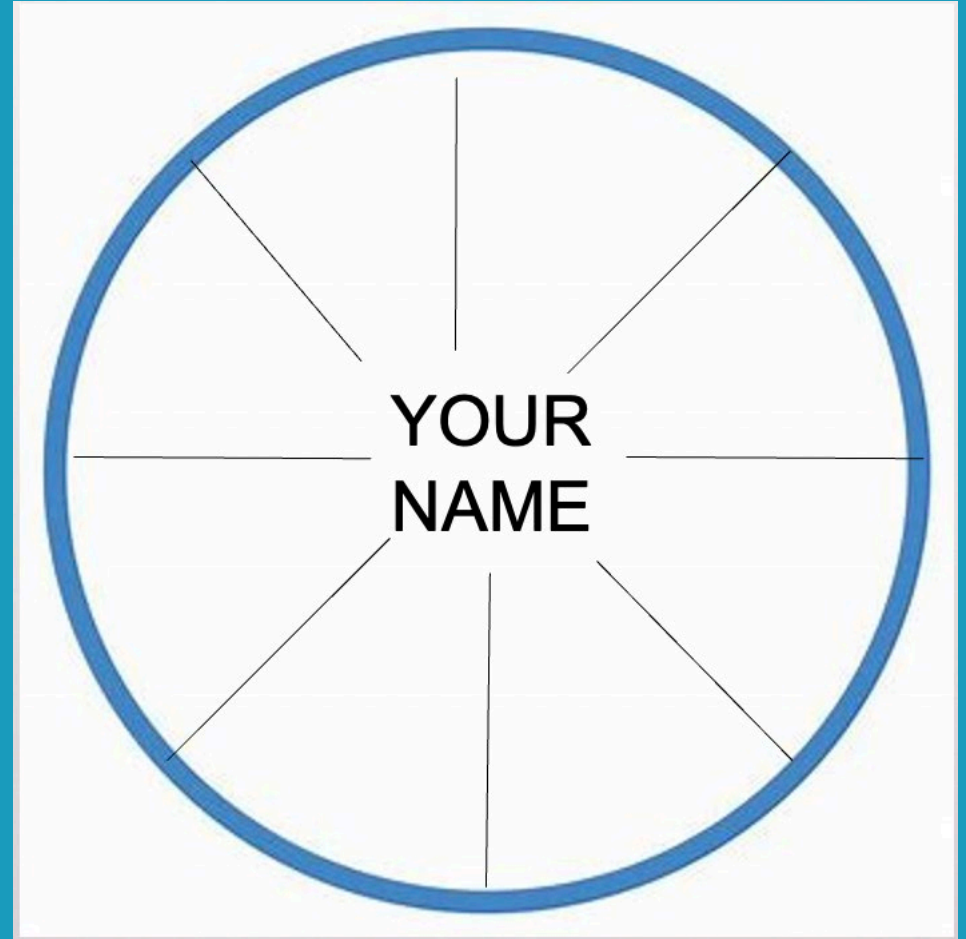


what is identity?

individual & collective
self-ascribed & assigned

IDENTITY* MAPPING

INDIVIDUAL REFLECTION



IDENTITY MAPPING

INDIVIDUAL REFLECTION

Consider:

- Racial, ethnic, tribal backgrounds
- Gender identity
- Sexual orientation
- Ability status
- Socioeconomic class
- Academic background
- Professional role
- First language
- Political ideology
- Religious affiliation
- Married/partnered status
- Where you are from
- Where your parents are from
- Where you currently live
- Hobbies, interests
- Groups/teams/clubs you're a part of
- Schools you've attended
- Family roles (e.g., parent, sibling, child)
- Introversion/Extroversion
- Housing status
- Transportation access
- Others?

what is power?

the ability to achieve purpose



POWER to transform

Ability to control others, events, or resources; to make happen what one wants to happen in spite of obstacles, resistance, or opposition.

Vs.

Ability to mobilize our social relationships, networks, & social capital **WITH** others. Coordinating human activity and resources to accomplish goals

YOU HAVE POWER!



Influences

wealth

gender

race

positionality

class

sexuality

biases

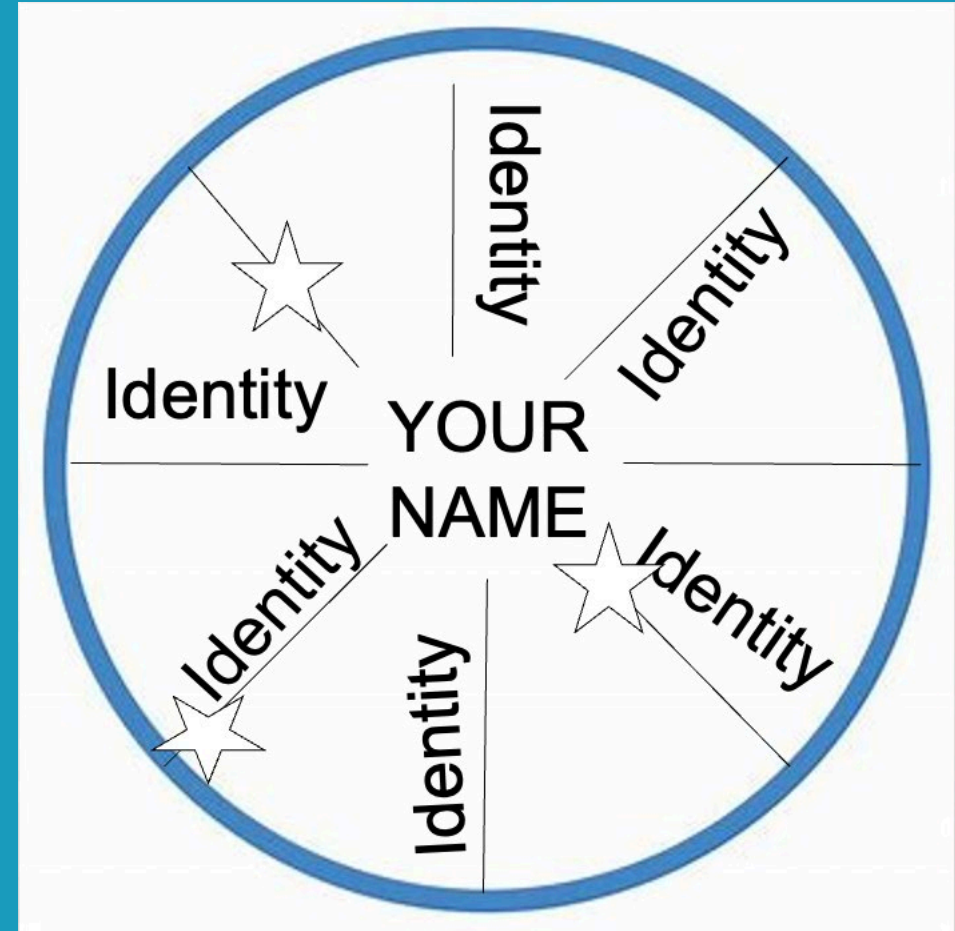
social positions

positionality

positional awareness

POSITIONALITY MAPPING

INDIVIDUAL REFLECTION

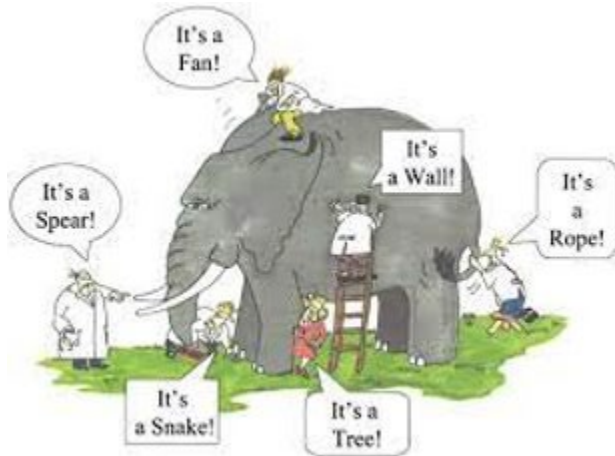


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How to uplift Positionality in Healthcare & Leadership?



SMALL GROUP

What identities are most important to you in your professional and/or leadership roles?

What identities are most noticed by others in your professional and/or leadership roles?

What identities have given you power and have reduced your power in your professional and/or leadership roles?





debrief

Tools to add to your toolbox moving forward

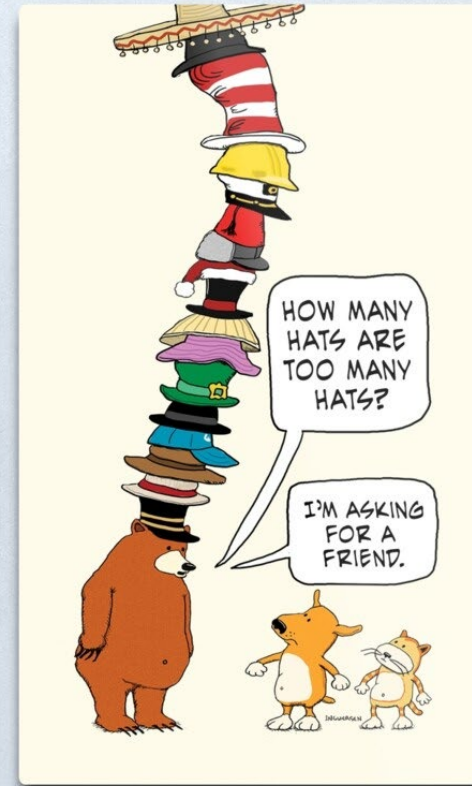
Think HATS!!!

Be Honest

Make it Actionable

Make it Transparent

Be Specific





*wrap-up and
takeaways*



thank you!



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a leadership learning collaborative



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