**Institutional Infosheet**

**SASA! Together** is all about rethinking power—what it is, who has it and how it’s used.

**Power** is the influence we have in our own lives and in the lives of others.

Right now, there are **women and men** and **informal and formal leaders** in our community who are part of **SASA! Together** and who are getting people talking about power. How we use our power as individuals and as an institution affects others and the community!

**There are four types of power.**

**Power within** is the strength in each individual that allows us to recognize our own worth and believe in ourselves and our right to respect and just treatment from others.

**Power over** is the influence that one person or group uses to control another person or group. This control might be used directly in the form of violence, such as physical violence or intimidation. It can also be used indirectly, such as through the norms and practices that position men as superior to women. Using one’s **power over** another is an injustice. Respecting everyone’s **power within** and balancing **power with** others are positive alternatives.

**Power with** is the strength felt when two or more people join together to do something they may not have done alone. **Power with** includes supporting those in need, those trying to change and those speaking out. It means joining **power with** others for positive change, creating a sense of support and possibility in the community. **Power with** also includes asking for help and holding men who use violence accountable.

**Power to** is the belief, energy and actions that individuals and groups use to create change. **Power to** is the freedom and power experienced by women and men when they are able to make decisions, act and achieve their full potential, no longer bound by norms that accept men’s **power over** women.
SASA! Together in Our Institution
The Start Phase

As part of SASA! Together, our institution will increase our positive influence on the community. We will strengthen our capacity to value and respect everyone’s power and use our power as an institution for good.

The Start phase of SASA! Together focuses on power within.

How can our institution help all our employees feel their power within—and feel their power is recognized and valued in the workplace? As an institution, what makes us feel strong as a team and inspired to do our best work?

As an institution, we can enhance our operational culture.

Operational culture has three main parts:

**Values**
The beliefs that guide individual and collective behavior.

**Employee Morale**
How the employees feel about their work, about the work environment and about themselves while at work.

**Power Dynamics**
How employees use their power positively or negatively with others at every level.

How we use our power in the workplace influences how we use our power with the community.

→ When an institution has strong values related to justice and equality, and operates with positive power, it is better able to apply those same values to its work with community members.

→ If women are respected within the institution, the institution is better able to treat its female (and male) clients, customers, congregants, students, etc., with respect and dignity.

→ If supervisors use their power over employees in ways that diminish them, it is difficult for institutional employees to treat community members with respect.

→ If an institution can itself have a positive experience of change, employees are more likely to believe in their capacity to influence positive change in the community.

Get involved today!

Contact: ..........................................................