



POWER ANALYSIS MATRIX EXAMPLE



MCARI/Crossroads Racism Power Analysis Matrix – Request for Proposal Process			
	POWER¹ Power over People of Color (How POC are systematically disadvantaged)	POWER² Power for white people/institutions (Built-in advantage for white people)	POWER³ Power to racialize us all (Creation of IRS/IRO identities)
INDIVIDUAL	<p>Less likely to have culturally appropriate services.</p> <p>My values & needs not reflected in RFP.</p> <p>POC less likely to be a part of the county RFP process – no direct input.</p> <p>Only asked to be on panel cause POC known to agency.</p>	<p>More likely to know rules.</p> <p>More likely to have an ongoing relationship with the County.</p> <p>White institution chooses the panel and POC.</p>	<p>Reinforces notion of who's in the 'club'.</p> <p>Act the 'white' way and you will be chosen.</p>
INSTITUTIONAL	<p>Have less institutional infrastructure to meet requirements.</p> <p>White institution has not defined you as 'agency of color'.</p> <p>Process eliminates agencies of color.</p>	<p>Have a professional writer.</p> <p>Has the 'normal' required infrastructure.</p> <p>White institution defines 'agency of color'</p> <p>Eliminates competition from agencies of color.</p>	<p>Reinforces 'normal' infrastructure.</p> <p>Institution defines who is an "agency of color".</p> <p>Process eliminates some agencies of color – die out.</p>
CULTURAL	<p>Response format based on dominant culture.</p> <p>Not in the "network".</p> <p>Have to understand the white agency culture.</p>	<p>Are in the dominant culture network.</p> <p>Understand the agency culture.</p>	<p>Reinforces who is the dominant culture.</p> <p>White agency culture is 'right'.</p>

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