

Power Dynamics and Roles on RED Teams: Promoting Cultures of Inclusivity

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Session Outline

- Introduction
- Discuss role play and context
 - Solicit volunteers
 - Instructions for observers
- Role play/ fish bowl activity
- Discuss different forms of power differentials
- Reflect on your role and power dynamics within your team.
- Large group discussion

Motivation

- Our team
- Observations
- Conversations
- Interest in continuing the conversation?
(sign up sheet)


Establish session norms

- Assume positive intent
- Listen for understanding
- Reflect before you speak
- Monitor how much you are contributing and actively include all participants
- Speak from your experience when experience is relevant
- Contribute research-based information when relevant

~~Establish session norms~~

Except in role playing scenario—Do not follow the established session norms.

Context



Yr. 1

- ME Faculty 2 wrote the grant
- Proj. Mgr. started
- Not much was accomplished

Yr. 2

- PI announced retirement
- Interim Head
- Project in limbo
- Not spending \$ so hired postdoctoral res. for yr. 3

Yr. 3

- New PI
- ½ team apathetic
- ½ team excited about project

Team Roles/ Descriptions

Role	Race/ Gender	Volunteer
PI/ Department Head	White Male	
Social Scientist	Black Female	
Engr. Ed. Researcher	LatinX Female	
M.E. Faculty #1	White Male	
M.E. Faculty #2	White Female	
Postodoc	Black Male	
Project Manager	White Male	

Note

If you would like to see the vignettes and role play scenario, please email Nadia at nkellam@asu.edu and she will share those with you.

Role Play

Fish Bowl Activity

Agenda:

1. Our revolution
 - What is our revolution?
 - What is our team's elevator pitch?
2. Our next steps (short term, next 6 months)
3. End of project goals (in two years)

Discuss Power Dynamics in Role Play

Think/Pair/Share

Individual Reflection

- What is your role?
- How did you acquire that role?
- How do you affect others on the team?
- How do others affect you?
- How could you change your role to encourage more productive, positive, and inclusive interactions?

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Small Groups

Discuss ideas from individual reflection

Come up with ways that one could change their role to encourage more productive, positive, and inclusive interactions

Share these with the larger group

Larger Group Discussion

**What are you taking away
from this session?**