Power Mapping

This tool will help you to explore how different types of power exist amongst the stakeholders of a project, and then reflect on how it could or should be redistributed to others.

How to Use It

Decide if you want to conduct the exercise digitally or in person. If digital, then use the worksheet flow to set up an online collaborative space for your team. If in person, try finding a space where you can do the mapping on a wall using post-its or stickers.

Complete the activity with as many of the stakeholders as is feasible and feels comfortable; block about 45 minutes to complete this together.

What Next?

After you've discussed on how power needs to be redistributed on your project, share these insights and secure buy-in with all project stakeholders.

Be sure to update project timelines and activities to enable what's needed for power shifting / sharing in practice.

Mapping our Project Stakeholders

STEP 01

List all the community members, partners and designers who will be a part of this work. What will their possible roles be on the project?

draw or place an image

NAME:

ROLE ON PROJECT:

draw or place an image

NAME:

ROLE ON PROJECT:

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Reflecting on Types of Power

STEP 02

Here are 10 power assets— "tokens" — that are prominent in Western cultural constructs. Some of these tokens can be created or earned; others are inherited, and most are social constructs. The reality is that we all have a power inventory made up of such tokens. Some stakeholders in this project have a big inventory, others have a small inventory.
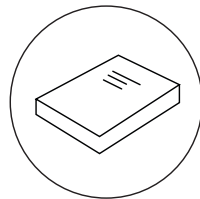
The size and variety of your power inventory impacts how many decisions a stakeholder can make in the context of their lives and on this project.
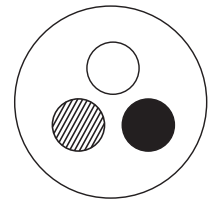
Money & Financial Assets
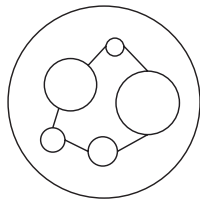
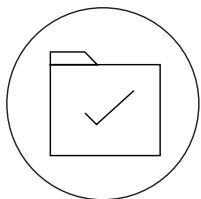**Connections with Helpful People who Hold Power**
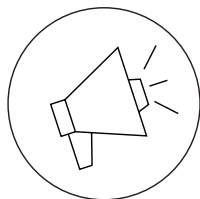
Education & Knowledge
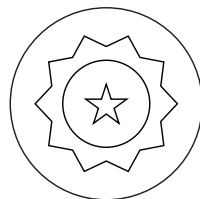
Decision Making Authority
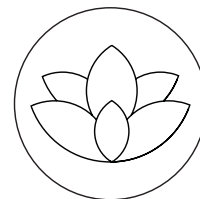
Racial Privilege

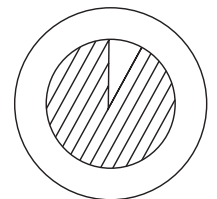**Perceived & Explicit Permission**

Effective & Influential Communication

Experience, Reputation, and Public Regard

Wellness & Ability

Part of Majority Group

Add any other power assets that might be relevant to this challenge or context

Power Inventory Check

STEP 03

Use the power tokens to list who holds what power, before you think through ways to redistribute power on the project.

HINT: There might be more than one type of archetype you might be working with.

STAKEHOLDERS
Place/Write in your stakeholders from step 01

TOKEN ASSETS
Place/write in the identified tokens from step 02 based on how they're associated with each stakeholder

Redistributing Power

STEP 04

Brainstorm opportunities to redistribute power on this project.

Consider some of these types of power & equalizing strategies

Jot your notes here

Decision Making Authority

What is the research focus, what is the prototype

Money & Financial Assets

Such as compensation, reparations

Education & Knowledge

How are co-designers informing the project narrative? How are we acknowledging lived experiences?

Effective & Influential Communication

Do participants have translation needs?