

# Activity: Notice, Own, Advocate, Cede

## Purpose:

- To understand the four components of ceding power: Notice, Own, Advocate, Cede.
- To make each person's power visible to themselves and others.

**Audience:** This activity can be used with a group of any size and can be done with youth and adults. In larger groups, discussions should take place in small groups.

**Suggested Time:** 15-30 minutes

Facilitator note: This activity should take place in a space where group agreements have been established.

1. As a group read this statement below from Equity Meets Design.

If we have found ourselves engaging with or leading a design process, we are likely experiencing having unearned power. In order to cede power: **Notice** what kinds of power, power dynamics and power differentials currently exist and where they came from, **Own** our own (often unearned) power and the implications and impact of that power on others, **Advocate** for the redistribution of power towards a more equitable reality which includes first having a vision for what an equitable and appropriate power distribution is for a given situation and then **Cede** our own power to shift us towards that reality.

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2. Ask each participant to consider this statement and write down one thing that was an "Aha," one thing that was "Affirming," and one thing that left them "Wondering." Discuss what they wrote in groups of three.

