A blurred background image showing a group of people with their hands raised in the air, suggesting a crowd or a group of people participating in an event. The hands are in various colors, and the overall scene is out of focus, emphasizing the collective action.

# **Understanding Empowerment in Collaborations for Social Inclusion and Social Justice**

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- **Weber (1968) defined power as “the capacity of an individual to realize his [her or their] will, even against the opposition of others” (p. 1,111).**

# POWER

- **Parsons (1960) moved beyond the individual level and showed that power resides in systems and their ability “to get things done in the interest of collective goals” (p. 181).**

# Matrix of Power Relations

	Power over	Power together
<b>Productive modes of power</b>	<i>Protective power</i> Deploying power in order to safeguard vulnerable people and their possibilities for advancement	<i>Co-operative power</i> Collective action, sharing, mutual support and challenge – through valuing commonality and difference
<b>Limiting modes of power</b>	<i>Oppressive power</i> Exploiting differences to enhance own position and resources at the expense of others	<i>Collusive power</i> Banding together to exclude or suppress 'otherness,' whether internal or external

# Empowerment falls along a continuum:



**Personal**

**Relational**

**Collective**

Individuals become empowered – They join together –  
Organizations are created – The organizations  
collaborate with each other – This leads to social  
movements

# Collaboration

- *Collaborating* is defined as “exchanging information, altering activities, sharing resources, and a willingness to enhance the capacity of another for mutual benefit and a common purpose; it requires the highest levels of trust, considerable amounts of time, and an extensive sharing of turf...[and] also involves sharing risks, resources, rewards, and when fully achieved, can produce the greatest benefits of mutual action” (Himmelman, 2001, p.278).

# Community Empowerment

An intentional **ongoing process** centered in the local community, involving **mutual respect, critical reflection, caring, and group participation**, through which people lacking an equal share of valued resources **gain greater access to and control** over those resources (Cornell Empowerment Group, 1989) or simply a process by which people gain control over their lives, **democratic participation in the life of their community** (Rappaport, 1987), and a critical understanding of their environment (Zimmerman, Israel, Schulz, Checkoway, 1992). Perkins & Zimmerman, 1995, p. 570

# Social Inclusion

- The process of improving the terms on which individuals and groups take part in society – improving the ability, opportunity, and dignity of those disadvantaged on the basis of their identity.

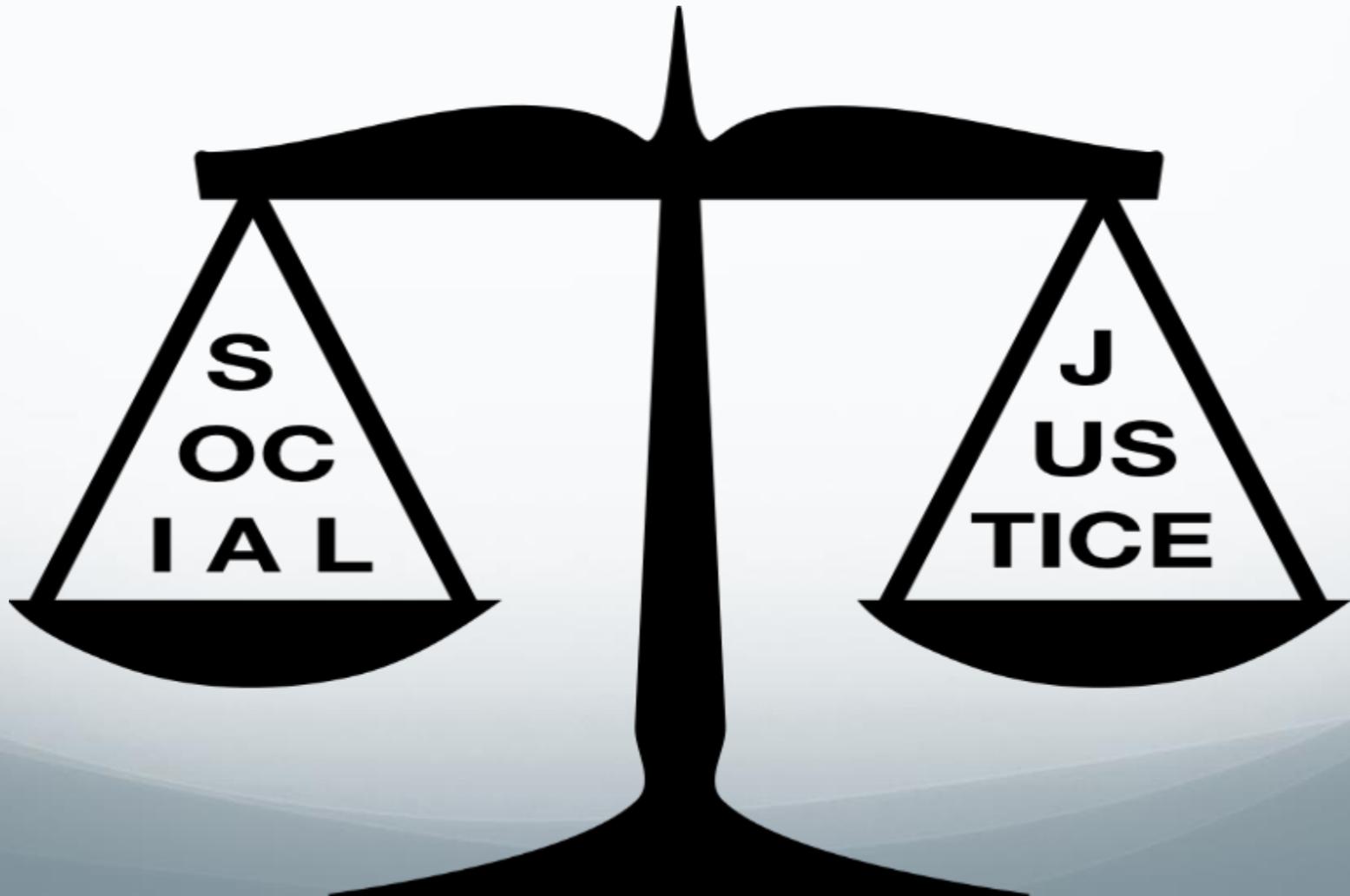


# so·cial jus·tice

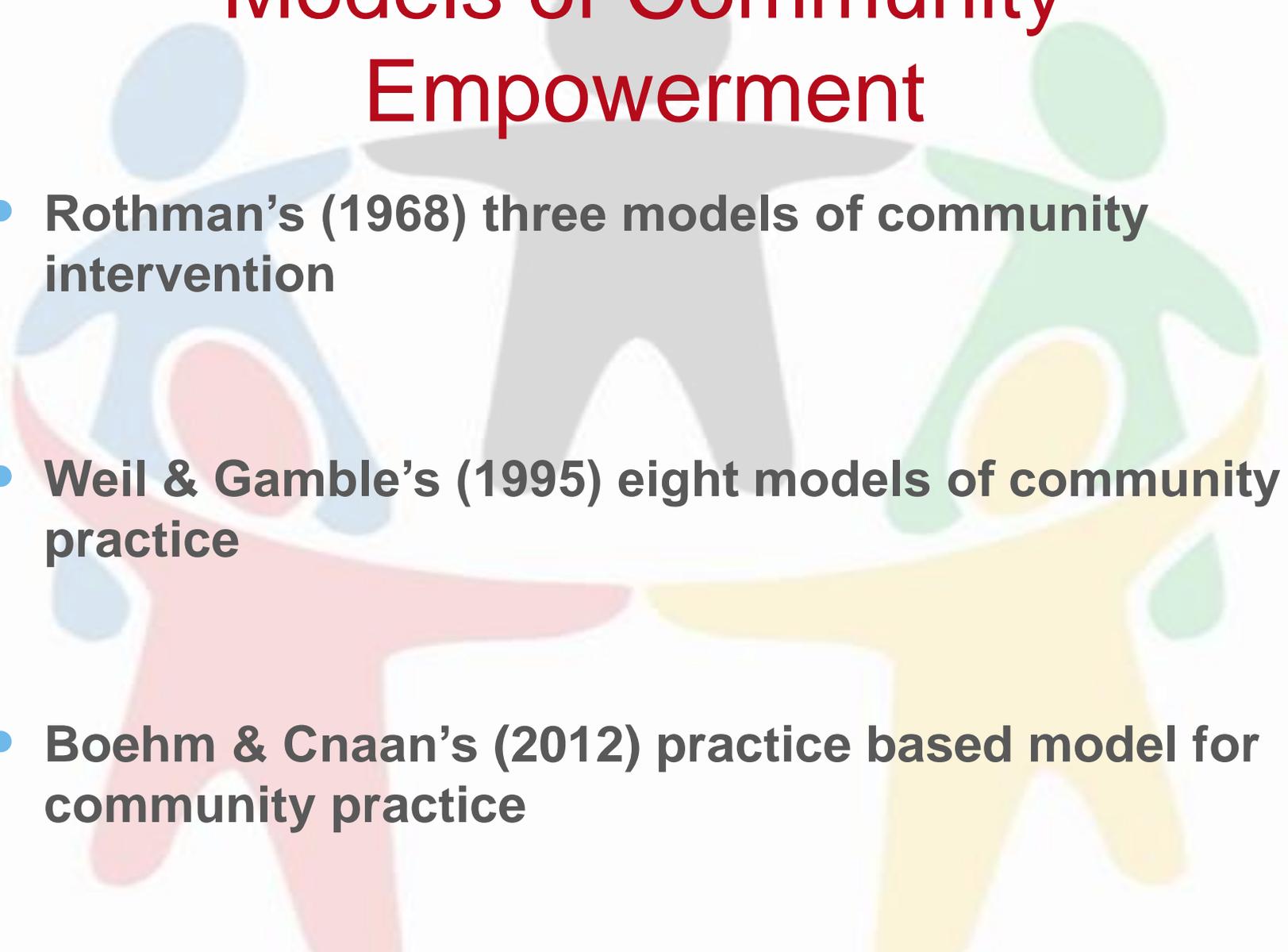
*noun*

noun: **social justice**

justice in terms of the distribution of wealth, opportunities, and privileges within a society.  
"individuality gives way to the struggle for social justice"



# Models of Community Empowerment



- Rothman's (1968) three models of community intervention
- Weil & Gamble's (1995) eight models of community practice
- Boehm & Cnaan's (2012) practice based model for community practice

# Three Community Intervention Approaches

	<b>Locality Development</b>	<b>Social Planning/Policy</b>	<b>Social Action</b>
<b>Use of empowerment</b>	Building the capacity of a community to make collaborative and informed decisions; promoting feeling of personal mastery by residents	Finding out from consumers about their needs for service; informing consumers of their service choices	Achieving objective power for beneficiary system-the right and means to impact community decisions; promoting a feeling of mastery by participants

(Rothman, 2001, p.46)

# Weil & Gamble's (1995) Eight Models of Community Practice

- **(1) neighborhood and community organizing**
- **(2) organizing functional communities**
- **(3) community social and economic development**
- **(4) social planning**
- **(5) program development and community liaison**
- **(6) political and social action;**
- **(7) coalitions**
- **(8) social movements.**

# Boehm & Cnaan's (2012) Practice Based Model for Community Practice

- In most models empowerment is undermined because the community members are to employ frameworks that they did not help create.
- “This is a community model that develops through each community’s discussion regarding central community issues and conditions. Each issue in the model is represented by two opposing positions ... and the stakeholders must choose the position they wish to take. Instead of importation of pre-assembled directives, it presents sets of polarities that the community chooses from. All combined, these local choices become the practice model for that community” (p. 154).



**“Empowerment cannot be achieved if the methods used in its pursuit are not also empowering”**

(Stoeffler, 2018, p.279).

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