

SHARING POWER AND CREATING LEADERSHIP ROLES FOR PWLE

5 THINGS TO KNOW

1

IMPORTANCE OF INVOLVING PWLE IN DECISION-MAKING:

It is crucial to include people with lived experience (PWLE) in decision-making processes that affect them to ensure their perspectives, needs, and interests are represented and considered. This helps address power imbalances and promotes social justice and participation (Kabeer, 2019).

2

RECOGNITION OF UNIQUE INSIGHTS AND EXPERTISE:

Individuals who experience poverty have unique insights and expertise regarding their own lived experiences. Their involvement in decision-making can lead to more effective and contextually relevant interventions (Sen, 2009; Santos, 2018).

3

FOSTERING AGENCY AND EMPOWERMENT:

Sharing power with PWLE fosters a sense of agency, dignity, and self-determination. It acknowledges their right to participate in decisions that impact them, enhancing their overall well-being and empowerment (Cornwall, 2008).

4

CREATING INCLUSIVE SPACES FOR PARTICIPATION:

To achieve meaningful power-sharing, it is essential to create inclusive spaces where PWLE feel safe and respected to voice their opinions. This can involve establishing participatory mechanisms, such as community consultations and advisory committees (Chambers, 2005).

5

RESOURCE ALLOCATION FOR LEADERSHIP DEVELOPMENT:

Organizations need to allocate resources and support the development of networks and platforms for PWLE to connect, share their experiences, and collectively advocate for change. Providing opportunities for professional development and leadership training is crucial (Campbell, 2012).



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5 THINGS TO DO

1

ESTABLISH PARTICIPATORY MECHANISMS:

Create community consultations, focus groups, and advisory committees to provide opportunities for PWLE to engage in decision-making processes. These mechanisms ensure that their voices are heard and their perspectives are considered in policy and program development (Arnstein, 1969).

2

PROVIDE LEADERSHIP TRAINING AND SUPPORT:

Offer professional development and leadership training for PWLE to enhance their skills and confidence in advocacy and decision-making. This can help them take on more active roles in shaping policies and programs that affect their lives (Gaventa & Cornwall, 2001).

3

IMPLEMENT CO-LEADERSHIP MODELS:

Adopt co-leadership models where PWLE are paired with traditional leaders in joint leadership roles. This promotes collaboration, mutual learning, and a balance of perspectives, ensuring decisions are made collectively (Solomon, 2010).

4

ALLOCATE RESOURCES FOR PWLE ENGAGEMENT:

Ensure that adequate resources are allocated to support the engagement of PWLE in organizational activities. This includes providing fair compensation for their expertise and ensuring they have the necessary tools and support to participate effectively (Campbell, 2012).

5

CREATE INCLUSIVE ORGANIZATIONAL CULTURE:

Foster an inclusive organizational culture that values and respects the contributions of PWLE. Actively seek their input, involve them in discussions and planning sessions, and provide them with opportunities for meaningful engagement in various aspects of organizational functioning (Davidson et al., 2012).



VOICES OF LIVED EXPERIENCE
DUFFERIN

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