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## Power Analysis Checklist

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Unacknowledged power inequities between partners equal power relations between parties in international exchange may create ineffectual relationships and poor practice. A power analysis of relevant aspects of the program embedded within an understanding of the broader context of host country and organisation can provide useful knowledge and improve upon the curriculum, pedagogy and monitoring of the program.

1. The following questions guide an analysis of the power issues within the host country and within your own organisation.
  - What do you need to know about the historical, political and economic context of the host country?
  - What is the relational and experiential history between your institution and the host institution?
  - What can be learned from previous collaborations between your institution and the hosts?
  - What will be the core issues and questions faced by your hosts own institution?
  - What forms of power need to be considered?
  - What is the possible impact of gender and culture on power structures?
  - What is the possible impact of age on power structures?
  - Who is likely to be voiceless in your partnership?
  - Who will resent change and resist it?
2. Consider different forms of power in both your own and your host institution, including the visible, hidden and invisible:
  - Visible power: Who are the people and organisations that have the power to change policy, practice and law? Who make the key decisions? How do or could these people or organisations influence or impact the relationship?
  - Hidden power: Who creates the agenda? How are the decisions being influenced by groups not easily seen? Which groups are included in the decision making? Which groups are excluded?
  - Invisible power: Who has the least power in the relationship? Can that person or group change the situation, or must they simply accept it?
3. Define the scope of your engagement and the impact this may have. For example are there particular issues with internationalisation that impact the region, or within the sector or field of practice? Who decides the scope? How can you make this equitable? Refer to the Power Matrix below for empowerment strategies.

4. Clarify the processes for reporting, disseminating and publicising outcomes and outputs. Will all parties be equally acknowledged in publications and resource development?

#### Power Matrix

Forms of power	Empowerment strategies
Visible Power: making and setting the rules	Lobbying, campaigns, negotiation, representation, engaging in formal politics
Hidden Power: setting the agenda	Organising communities, strengthening organisations, alternative research, media
Invisible Power: shaping meaning and values	Popular education, discourse analysis, awareness-raising, building self-esteem, media and cultural action

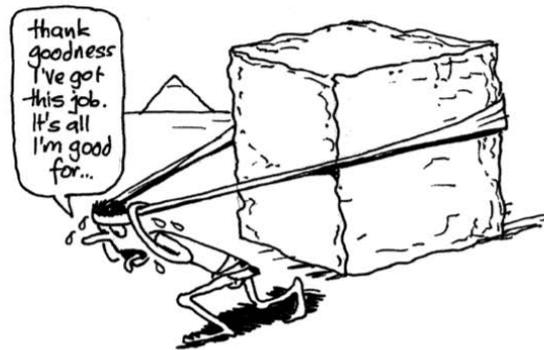
Adapted from VeneKlasen, Miller, Reilly and Clark (2006)



Visible Power



Hidden Power



Invisible Power

(Mayers, 2005)

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