

BAV Monica

Summary

- **The definition of power. [1:16](#)**
 - Power is at the centre of the study of social sciences, and how power is distributed and who gives it to whom to do what.
 - The black civil rights movement and feminist movements.
 - Power is not a given thing; it is made every day in our interactions. It is enacted in the relationship that we have right now.
 - Power is difficult to define, but it is relational and can be shared in different contexts and movements.
 - Giving too much power to money to decide for ourselves what we do or where our dignity and capacity is, and how our current society tries to measure and organise people's abilities and possibilities around how much money they earn or how much they give.
 - Pairing the two of currency and power, but not in the same way in the form of money or monetizing the work that people are doing.
 - Academics are caught in the trap of doing the things that need doing out of political commitment or ethical commitment.
- **Avoiding exploitation. [14:04](#)**
 - It is a tricky place. There are two kinds of conversations, one is around money and avoiding exploitation.
 - The whole thing is built on the assumption that it's almost like it smells bad to ask for money. It's not polite and it's not proper.
 - By teaching you enable many things, and you are already supportive. There are many opportunities to see a transformative effect that can have a mind set in motion to support someone else or a group of people.
- **How do you know when to assert yourself? [21:50](#)**
 - The conversation of when to assert oneself and when not to.
 - The importance of being flexible and acknowledging work, career, and effort in the way you do things, all in the manner of doing
 - Finding ways for people to listen and being flexible in order to facilitate the conversation, especially when dealing with inequalities in race, class and gender.
 - Being contextually specific.
- **Sharing power and being humble. [28:37](#)**
 - Sharing power adds less stress and anxiety to those who are growing in the system and are thinking about sharing power.
 - When a man is seen as not an expert, others say, oh wow, they're humble if a woman says she's not an expert it's different.
 - The importance of building a relationship with students in the classroom and treating them with respect.
 - The centre of most anti-racist or any activism process is building a real relationship.
- **The importance of establishing and maintaining relationships. [35:15](#)**
 - Establishing relationships and keeping them well is one of the hardest things, but it goes on forever.
 - Relationships and power are important in activism, teaching and academia.

- There is a common sense of, don't mix them. Don't make them, because we just can't manage them.
- **Leadership is not just about obeying. [40:18](#)**
 - Leadership is about establishing a relationship, but it is not about obeying someone. It is about supporting someone, not just obeying them.
 - The values Monica brings to her work.
 - Respect is at the heart of it. Nobody is better than the other person.
 - Monica believes that a good leader is the one that makes sure everything goes well for everybody, not the one who has the power.
- **The challenge of not following white supremacist principles. [46:57](#)**
 - There are many kinds of anti-racism, but there is always the challenge of how to not follow almost white logics of organising.
 - Establishing relationships that are fair for everyone.
 - Monica talks about the importance of being flexible and constantly thinking about the best solution for the issue in front of her today, rather than using all solutions that work at some point.
 - Monica believes that being flexible is the best bet to start sharing power in academia.