

WRJ SAYS STOP

an Initiative against Sexual Harassment and Assault

UNDERSTANDING POWER DYNAMICS & BULLYING



What are the Power Dynamics behind Bullying and Abuse?

Power dynamics are how power affects a relationship between two or more people. While not inherently positive or negative, they can be exploited, leading to bullying, harassment, and abuse. Microaggressions, microinvalidations, and microinsults are frequently used to exploit a power dynamic, resulting in minimizing people and undermining their contributions.

Why is this important and what can I do about it?

As the [ADL Pyramid of Hate](#) teaches, the smaller actions of bias and power lay the foundation for more overt abuse. But, it also teaches us that, “[w]hen we challenge those biased attitudes and behaviors in ourselves, others and institutions, we can interrupt the escalation of bias and make it more difficult for discrimination and hate to flourish.” Intentional work on our congregational and communal culture keeps the pyramid from being built. Even small actions of [microaffirmation, upstanding and allyship](#) can make a significant and long-lasting difference.

The pyramid builds from Biased Attitudes to Acts of Bias, Discrimination, and Bias Motivated Violence before reaching the ultimate level of Genocide. (© 2021 Anti-Defamation League, www.adl.org)

**Using Women of Reform Judaism (WRJ) says STOP materials,
you can make a positive change in the culture and environment of your community.**

Learn More:



WRJ says STOP



Webinar I



Bullying



Creating Safe Spaces



ADL Pyramid of Hate