

Power & Control

- 1 Doxxing
- 2 Harmful Language
- 3 Surveillance
- 4 Kyriarchy
- 5 Isolation
- 6 Using Intimidation
- 7 Sexual Coercion & Harassment
- 8 Gaslighting

Modeled from the popular Power & Control Wheels that have been created for discussing domestic and intimate partner violence, we extend those conversations to the violence we have experienced and survived online. We have described the violence we have experienced and seen online.



Respect

The Respect Wheel offers questions to consider and ask when engaging in online interactions, especially as a journalist, researcher, or academic. When using the Respect Wheel keep in mind the Internet is an incredibly fast-paced space. Articles, media and blogging online utilize citation (or don't) in ways that often move as quickly as the Internet. This guide is intended to help creators slow down and consider the ways they cite and utilize information both on and off the web. Any educator, social media user, researcher, artist and/or writer could benefit from taking the time to consider these questions when utilizing citation in their work, particularly if it comes from marginalized individuals and/or communities. The best practices of citation include constant consent, ever-changing consent, a right to revoke said consent, confirming sources and how one wants to be cited if given permission.

- 1 Self-Awareness
- 2 Equity
- 3 Communication
- 4 Self-Care
- 5 Intention vs. Impact
- 6 Accountability
- 7 Solidarity

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Design by: Liz Andrade

Solidarity

7

Are you looking for whether or not the source is actually citable?

Have you communicated with people you intend to cite in your work? If they are online, have you reached out and received permission?

What conversations have you had around your citation choices, particularly media-based choices?

Can you make media sources utilized available via links or credit to the original poster?

If you are engaging communities or neighborhoods in your work, have you opened up a conversation with the residents? Have you talked with your project partners or advisors about the potential for community IRB or approval committees?

Are you willing to accept NO for an answer? If not, why not? What does this mean for those pursuing recognition without the consent of those they are building their work from?

Accountability

6

Who receives credit for their work and who doesn't?
What are the intentions of the work being cited and what are the intentions of the work being created?

What power do you hold over those you are citing?

What power do you hold over those you are NOT citing?

How do you plan to use the work? Did you inform the person you were using their work? Are you willing to have a conversation about how you may/not be able to use the work?

Who are you citing from? Who aren't you citing from?

Intention

5

Have you weighed the potential impact of your work?

Have you prepared safety plans/safety plans if there is a negative impact upon those in marginalized communities?

How can you best protect those you intend to cite? How can you utilize for shaping a project from a negative impact? Positive impact?

Know that the intention of your project or work can be very different than its impact.

1 Self-Awareness

- 1**
- What is the goal of your project?**
 - Who do you work for?**
 - Are you being paid for your work?** Was the person/people being cited paid for their work?
 - How will the money made from the project/work citing others be used?** If it focuses on particular communities, have you informed them of the income that will be made from citing or utilizing their experiences in your work?

2 Equity

- 2**
- How can you use your position of social power to protect those with less power from potential repercussions from citation of their work in yours?**
 - Are you taking the time to lift up the voices of Black trans women, gender non-conforming people and femmes?** How does your work utilize their voices and work without citation? What ways might you be able to lift their voice and credit them safely?
 - What communities are you citing from?** Do you plan to cite the communities you've gained knowledge from at all?
 - What ways are youth being included in your work?** Is it accessible to youth? Is it accessible to communities with limited access?
 - How can your work be used to gain more equitable access to resources from the communities you may be making a career from?**
 - If this project is paid and you have social power over someone you chose to cite substantially from, are you offering them monetary compensation?**
 - Will any income made from this work be funneled back into a system that continually marginalizes others or will it be used to help shed light on a discrepancy of power or particular form of exploitation?**

Respect

4 Self-Care

- 4**
- How can you care for yourself if engaging in difficult work and citation sources?**
 - Can you piece together a self-care plan for yourself during the time doing this work?**
 - What ways can others you are close to provide support while completing this work?**
 - Are you taking breaks?** Are you providing yourself with enough food, water and sleep?
 - How can you promote self-care for communities involved in the work being completed?** What kinds of self-care techniques can you practice with them as part of safety planning/support planning around the project's potential impact?

3 Communication

- 3**
- How can you use your work to uplift those with less social power than yourself?**
 - What ways can you use your work to show solidarity with others without overstepping boundaries?**
 - Why are you creating what you are creating?** Who do you want to have access to build with as a result of this work?
 - Are you respecting the identities of those you cite from?** (This means racial, ethnic, sexual, gender, etc.) Are you able to extend that respect to those with countering opinions and positions?
 - In what ways can your work extend access to others with less?**
 - Can you bring in people from the communities you are working with to contribute to your work?**
 - What language are you using?** Is it language that is open, flexible and respectful? If your work cites or focuses on a particular community or group, are you willing to receive critique around the language or use of citation?

Citation & the Respect Wheel

Parts of Respect Wheel Include:

- Responsibility and Accountability
- Self-Awareness
- Equity
- Communication
- Intention vs. Impact
- Solidarity
- Self-Care

It is important when researching and gathering citation sources to consider the elements of the Respect Wheel while doing so. Often, people of color who originated many of the dominant language and discourse in online and offline activism and research spaces go under-cited but consistently referenced. After reviewing the lesson on the Power and Control Wheel, consider what areas you hold power in. What are some of the ways your power can erase others creations? How might you contribute to a culture of referencing without citing properly? How can you utilize the power you might have to alleviate this culture and bring attention to creations being ignored?

The Power and Control Wheel serves as a reminder of what NOT to do when it comes to citation. You must learn to understand harmful language, what your relationship with technology is, what your social standing is, what gas lighting/minimizing behaviors look like, how to avoid excluding others and how to recognize and prevent threats of physical violence. This might be a lot to consider when it comes to simply citing articles, online conversations or the writing/tweets of bloggers. However, it is important to consider these things if working to make citation and its many uses more equitable and fair for all. Here are some ways The Alchemists have found one can incorporate the Respect Wheel into their use of citations.

SELF-AWARENESS

- What is the goal of your project?
- Who do you work for?
- Are you being paid for your work? Was the person/people being cited paid for their work?
- How will the money made from the project/work citing others be used? If it focuses on particular communities, have you informed them of the income that will be made from citing or utilizing their experiences in your work?

EQUITY

- What communities are you citing from? Do you plan to cite the communities you've gained knowledge from at all?
- How can your work be used to gain more equitable access to resources from the communities you may be making a career from?
- How can you use your position of social power to protect those with less power from potential repercussions from citation of their work in yours?
- Will any income made from this work be funneled back into a system that continually marginalizes others or will it be used to help shed light on a discrepancy of power or particular form of exploitation?

- Are you taking the time to lift up the voices of Black trans women, gender non-conforming people and femmes? How does your work utilize their voices and work without citation? What ways might you be able to lift their voice and credit them safely?
- What ways are youth being included in your work? Is it accessible to youth? Is it accessible to communities with limited access?
- If this project is paid and you have social power over someone you chose to cite substantially from, are you offering them monetary compensation?

COMMUNICATION

- Have you communicated with people you intend to cite in your work? If they are online, have you reached out and received permission?
- Are you looking for whether or not the source is actually citable?
- What conversations have you had around your citation choices, particularly media-based choices?
- Can you make media sources utilized available via links or direct credit to the original poster?
- Are you willing to accept NO for an answer? If not, why not? What does this mean for those pursuing recognition without the consent of those they are building their work from?
- If you are engaging communities or neighborhoods in your work, have you opened up a conversation with the residents? Have you talked with your project partners or advisors about the potential for community IRB or approval committees?

SELF-CARE

- How can you care for yourself if engaging in difficult work and citation sources?
- Can you piece together a self-care plan for yourself during the time doing this work?
- What ways can others you are close to provide support while completing this work?
- Are you taking breaks? Are you providing yourself with enough food, water and sleep?
- How can you promote self-care for communities involved in the work being completed? What kinds of self-care techniques can you practice with them as part of safety planning/support planning around the projects potential impact?

INTENTION VS. IMPACT

- Know that the intention of your project or work can be very different than its impact. Have you weighed the potential impact of your work?
- Have you prepared safety plans/support plans if there is a negative impact that falls upon those in marginalized communities?
- How can you best protect those you cite or utilize for shaping a project from a potential negative impact? Positive impact?

ACCOUNTABILITY

- Who are you citing from?
- Who aren't you citing from?
- Who receives credit for their work and who doesn't?
- What are the intentions of the work being cited and what are the intentions of the work being created?

- What power do you hold over those you are citing? What power do you hold over those you are NOT citing?
- How do you plan to use the work? Did you inform the person you were using their work? Are you willing to have a conversation about how you may or may not be able to use the work?

SOLIDARITY

- How can you use your work to uplift those with less social power than yourself?
- What ways can you use your work to show solidarity with others without overstepping boundaries?
- Why are you creating what you are creating? Who do you want to have access to build with as a result of this work?
- Are you respecting the identities of those you cite from? (This means racial, ethnic, sexual, gender, etc.) Are you able to extend that respect to those with countering opinions and positions?
- In what ways can your work extend access to others with less?
- Can you bring in people from the communities you are working with to contribute to your work?
- What language are you using? Is it language that is open, flexible and respectful? If your work cites or focuses on a particular community or group, are you willing to receive critique around the language or use of citation?

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