

The Belonging Project

Session 2 Guide Talking Points

Guides are expected to hold a space for discussion, curiosity, and reflection. Participants may share or not share, be on camera or not. This is not a program to identify right or wrong answers. Guides are not expected to be experts in diversity, equity, inclusion, access and belonging (DEIAB).

Sessions are designed as microlearning and last no more than 15 minutes. If your group prefers a deeper discussion schedule this separately, perhaps involving a DEI coordinator to facilitate.

Session 2 Guide Support:



Slide 1: Session 2 – Defining Identities and Othering

Welcome back to session 2 – our time today is about defining Identities and Othering



Slide 2: What do we need from each other?

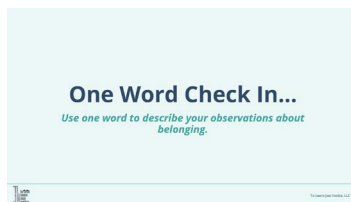
Just a quick reminder of our sharing agreements

Facilitator tip: only highlight those that need reinforcement based on group behavior. If there are no behaviors to adjust – do a quick reminder if you choose.



Slide 3: Microlearning Series Pilot

Last time we defined belonging. Today, we'll be talking about identity and the opposite of belonging, which is othering.



Slide 4: One Word Check In

As we move through this learning series, we end with a Call to Action.

We will start today with a one word check-in from last time. What is one word to describe your observations about belonging.

Since we only have 10 minutes I will hold you to one word!

Facilitator note: There is NO WRONG ANSWER – this is a share not a discussion.



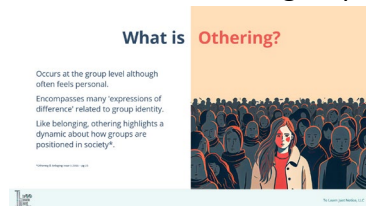
Slide 5: What is Identity?

So – what is identity? There's been a lot of research done around identity. Again in the work of DEIA, there are identity theories that are a large part of the work. The work of Halverson and Cueller referenced here really speaks to the idea that we have three identities .

1. The first is individual identity. This can be 'I am (insert yours...a parent, I am a daughter, I am a wife) These are different types of individual identities.

2. Then you have your cultural identity. Cultural identity speaks to the behaviors, the rituals, the food, all of the things that infuse you as a person

3. The third identity is social group identity. It will be the Social Identity groups we will explore in this work of belonging and the remainder of this program, it's social identity group that we will be exploring in more detail in our next session. It is this that you are placed into by society and self select. Social group identity examples include age, race, ability, and others.



Slide 6: Four Dimensions of Belonging

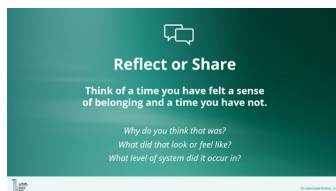
In our last session we explored Belonging– understanding there are dimensions of Belonging. Othering, is the opposite of Belonging and occurs at the group level. Even at the group level, it often feels personal.

Read slide or ask if there is a volunteer to read – do not assign reading.

Check for understanding.

If more information is needed, reference supporting article.

1. Dynamics of othering: finding yourself in an 'Us' vs. "Them" situation – this could be around preference, opinion, belief and associated to one or many identities. This includes power, regard, and resources. (quoted from reference article).

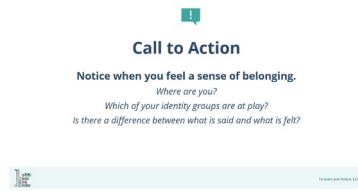


Slide 7: Reflect or Share

With each of our sessions – we will have a reflect or share time – it is not required to share out loud AND I hope you will reflect to yourself if you choose not to share.

Read statement and prompts.

Thank you for sharing and reflecting.

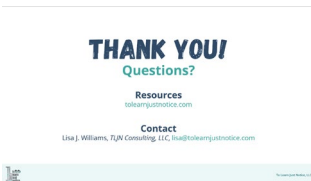


Slide 8: Call to Action

The work of Belonging is an experiential journey – so each of our sessions will end with a Call to Action.

Just like reflecting and sharing, observing will make your experience richer.

Read slide.



Slide 9: Thank You. Questions?

Thank you. You can reach out to The Belonging Project organizers here, or to me if you have any questions, feedback, or comments.

Other Resources:

To be added.