

The Belonging Project

Session 3 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).

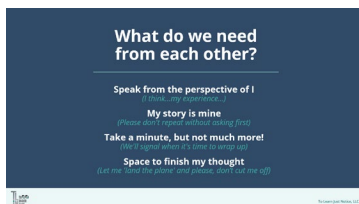
Sessions are designed as microlearning and last no more than 15 minutes. If your group prefers a deeper discussion schedule this separately, perhaps involving a DEI coordinator to facilitate.

Session 3 Guide Support:



Slide 1: Session 3 – Diving into Social Identity

Welcome back to session 3 – our time today is Diving into Social Identity.



Slide 2: What do we need from each other?

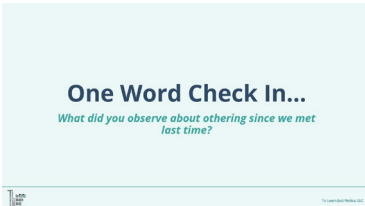
Just a quick reminder of our sharing agreements

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 othering. Today we'll be diving into social identity.



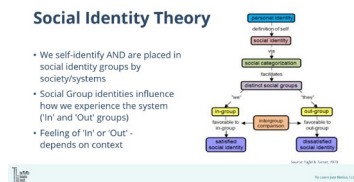
Slide 4: One Word Check In

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 othering.

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.

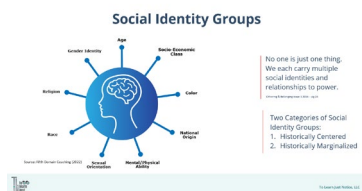


Slide 5: Social Identity Theory

As we explored last session – there are three types of identities. One was Social Identity Groups. Based on work done Tajfel & Turner it states that membership in these social identity groups – some historically centered – some historically marginalized – has a direct correlation with how you experience the system (organization, team, church, family, society).

Shown in this graphic – you see how **Personal Identity** then **Social Identity** and **categorization** happens resulting in **IN** and **Out** groups and impacting one's sense of Belonging.

READ slide – reference article - [Social Identity Theory In Psychology \(Tajfel & Turner, 1979\)](https://simplypsychology.org/social-identity-theory) (simplypsychology.org)

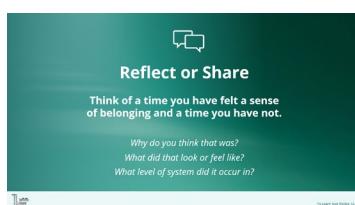


Slide 6: Social Identity Groups

When considering Social Identity Groups – most people carry both historically centered and historically marginalized identity groups.

On this image – you will see the actual social identity groups that research has shown correlates to how a person experiences the system they are a part of. What we mean by this is whether or not microaggressions are experienced, bias is present etc.

READ SLIDE.

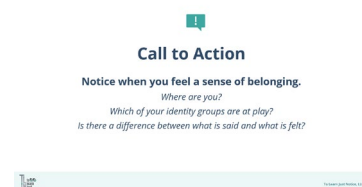


Slide 7: Reflect or Share

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.

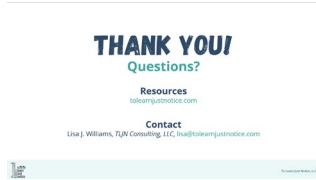


Slide 8: Call to Action

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.