

Addressing Racial Discrimination and Strengthening the Protection of Minorities and Other Population Groups in UN Programming Processes:

Othering and Belonging

DATE

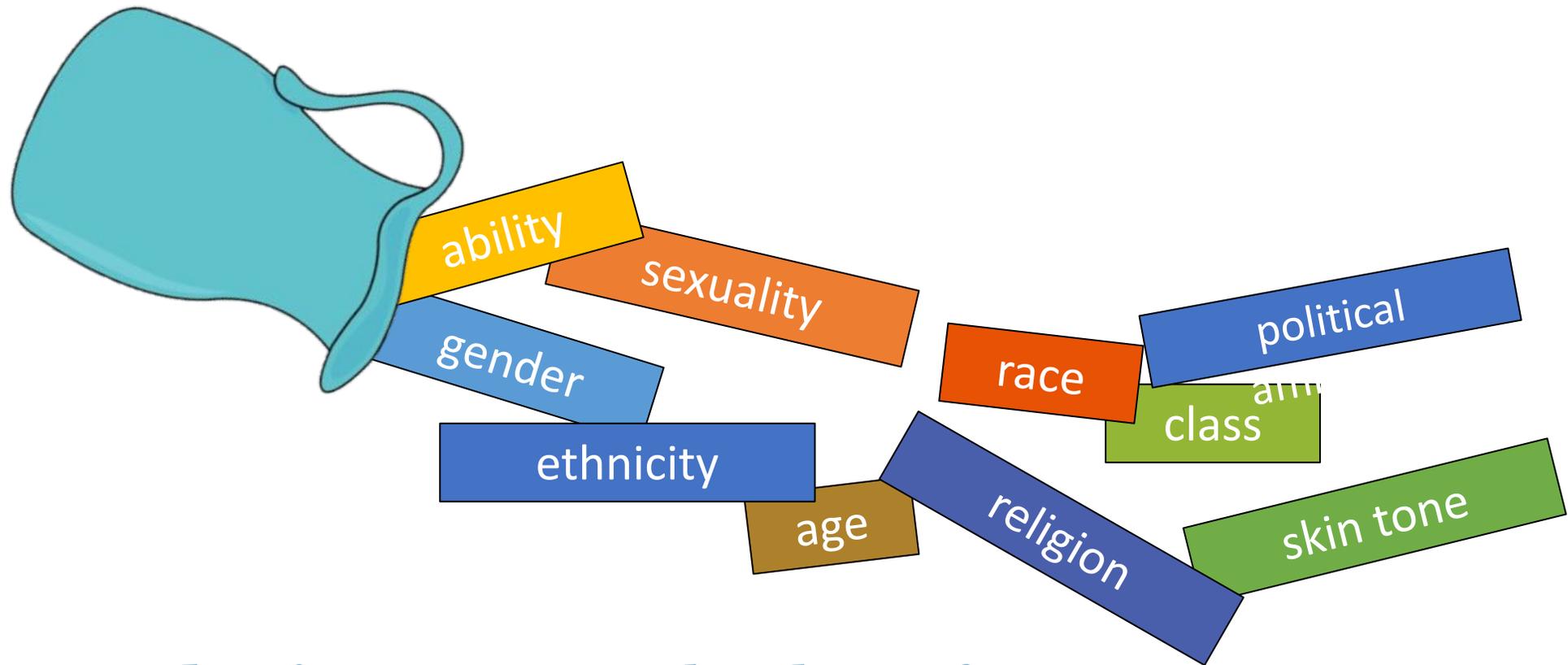
October 4th, 2021

PRESENTER

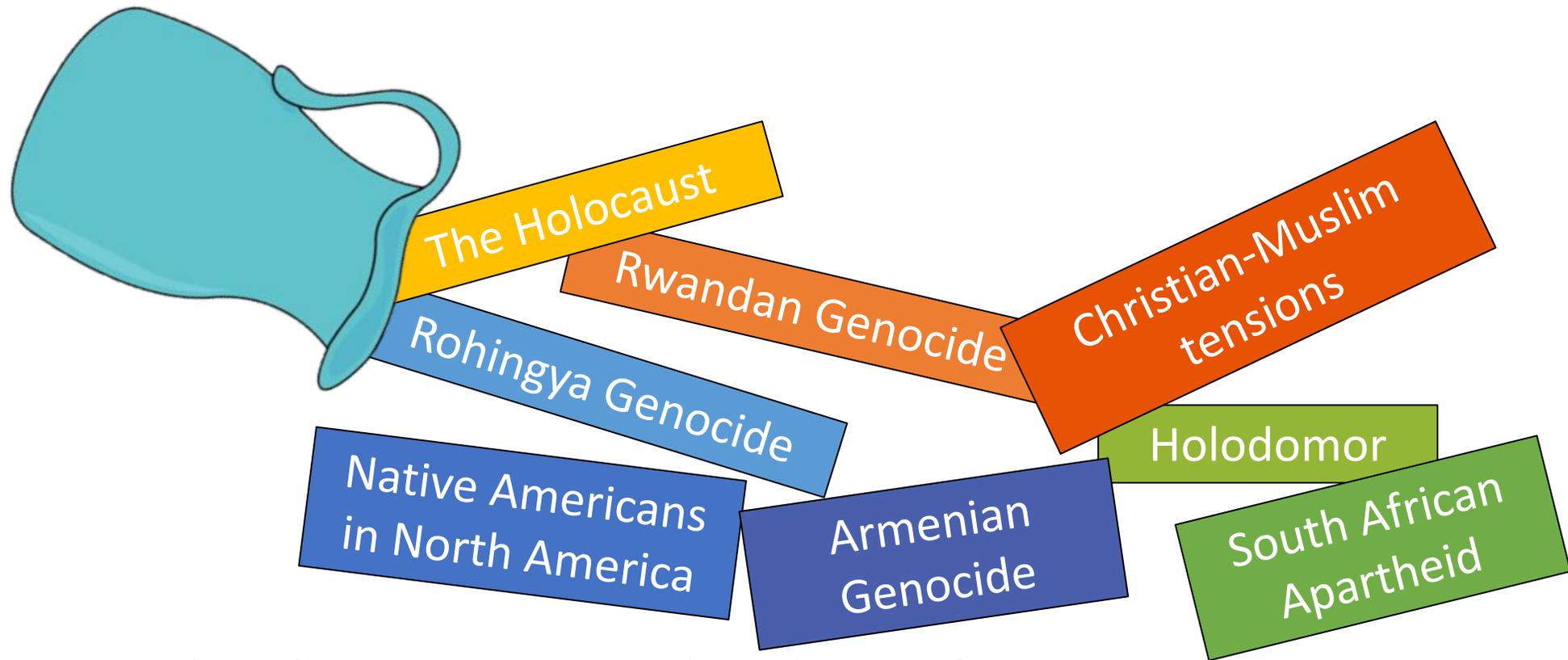
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AUTHORIAL SUPPORT

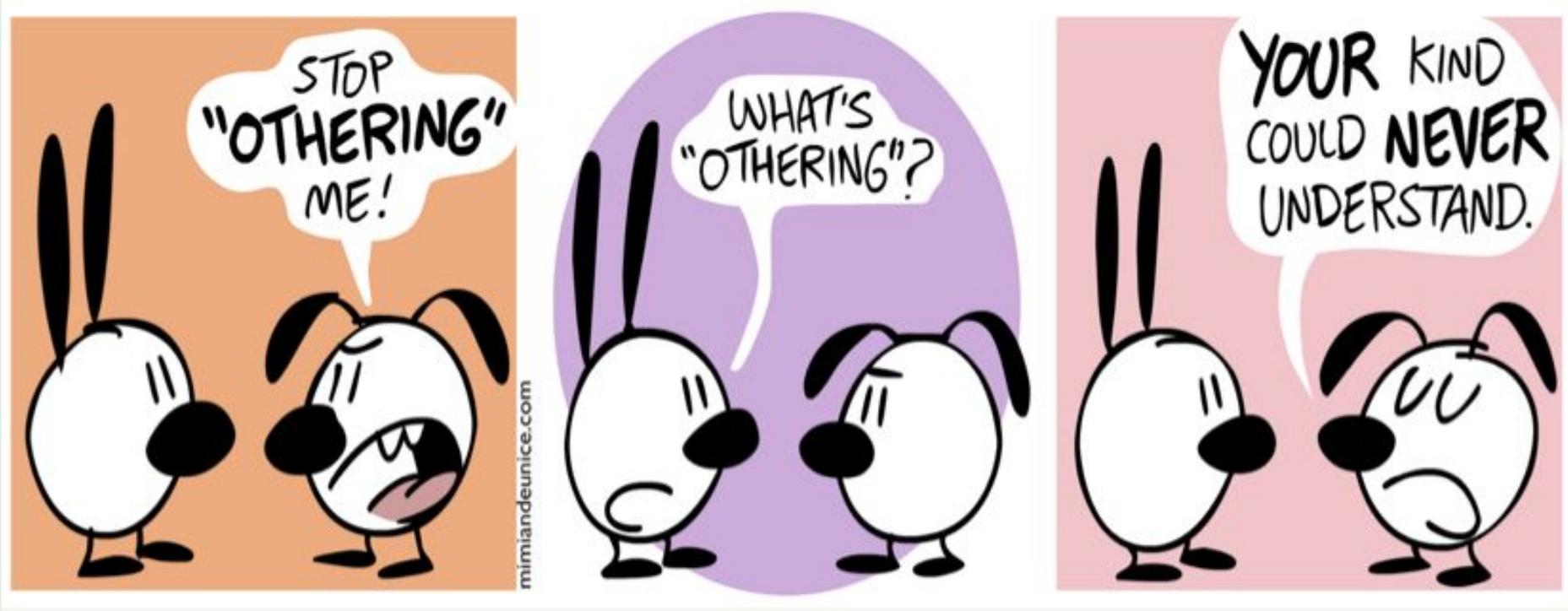
Othering & Belonging
Institute



Othering is a generalized set of common processes that engender marginality and group-based inequality across any of the full range of human differences



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Mechanisms of Othering in the Mind

Our subconscious ...

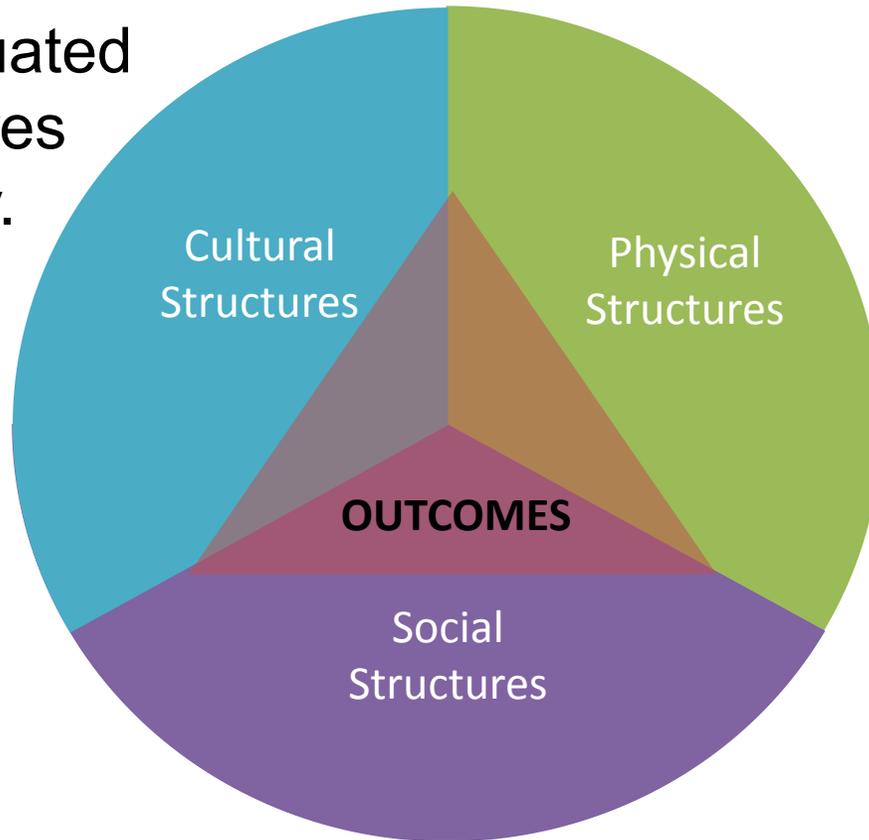
- 1) Falls into categories
- 2) Creates associations between things
- 3) Fills in the gaps when we receive partial information

Schemas

“the frames through which our brains help us understand and navigate the world”

Othering & Belonging within Structures

We are all situated within structures but not evenly.



Structures are not neutral.

Power gives us greater positive access to structures and more ability to shape structures.

These structures interact in ways that produce a differential in outcomes

Structures limit and enhance opportunity

We can define opportunity through access to:



EDUCATION



ECONOMIC



TRANSPORTATION



FOOD



HOUSING



JUSTICE



HEALTHCARE



COMMUNICATIONS

This is an issue of **membership** and **belonging**.

Opportunity Structures



- Opportunity structures are the webs of influence beyond our individual control that enhance and constrain our ability to succeed and excel
- Life changes are shaped by opportunity structures, and those structures are just as important, if not more so, than the choices that individuals make

Creating space where everyone is heard: What might this look like on an organizational level?

Consider the following scenario:

A meeting of organizers, attorneys, board members, and other staff of diverse backgrounds and identities.

Consider:

Who has the most power in the room?

Who has the most space?

Who has the most authentic voice?

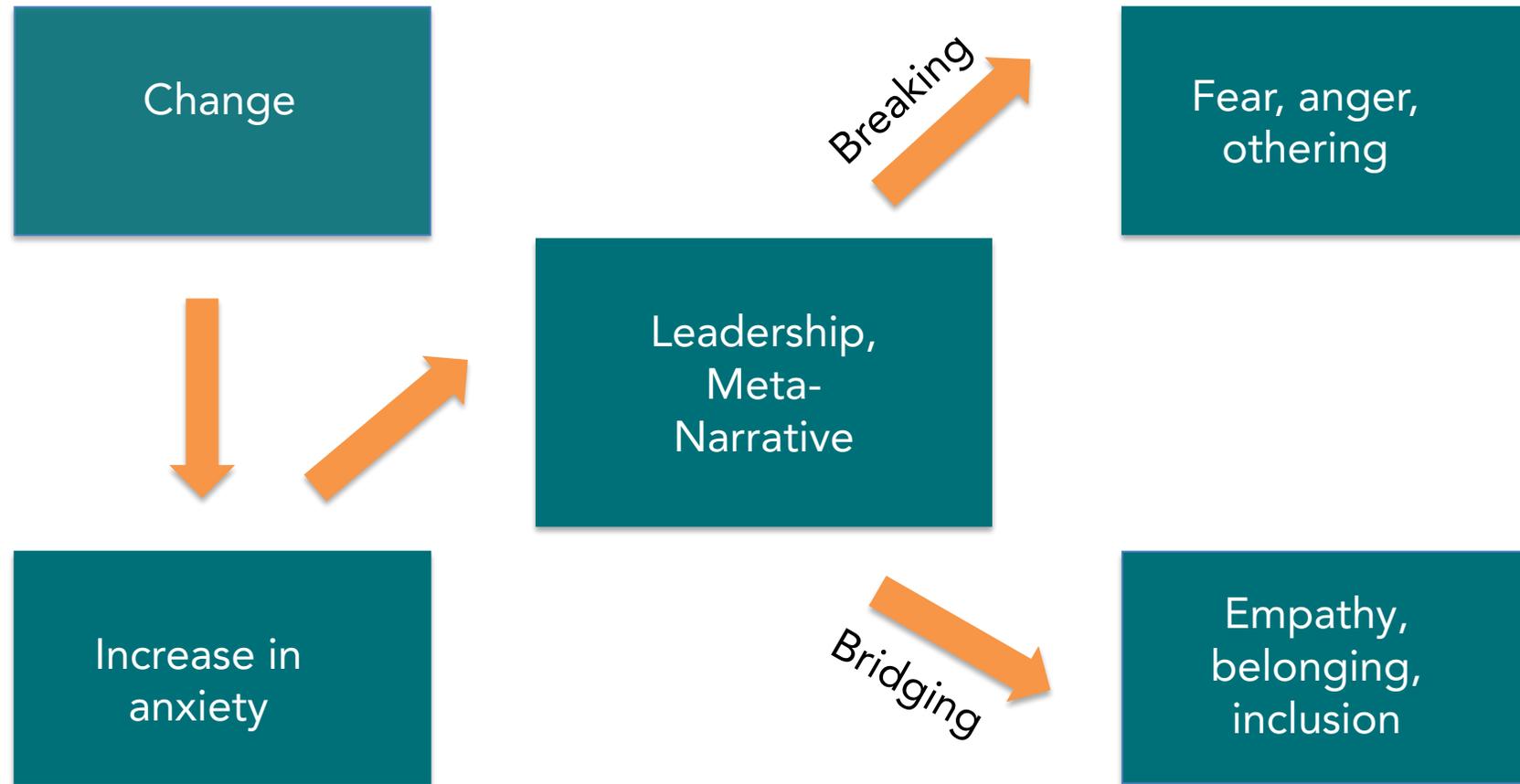
There is formal and informal power

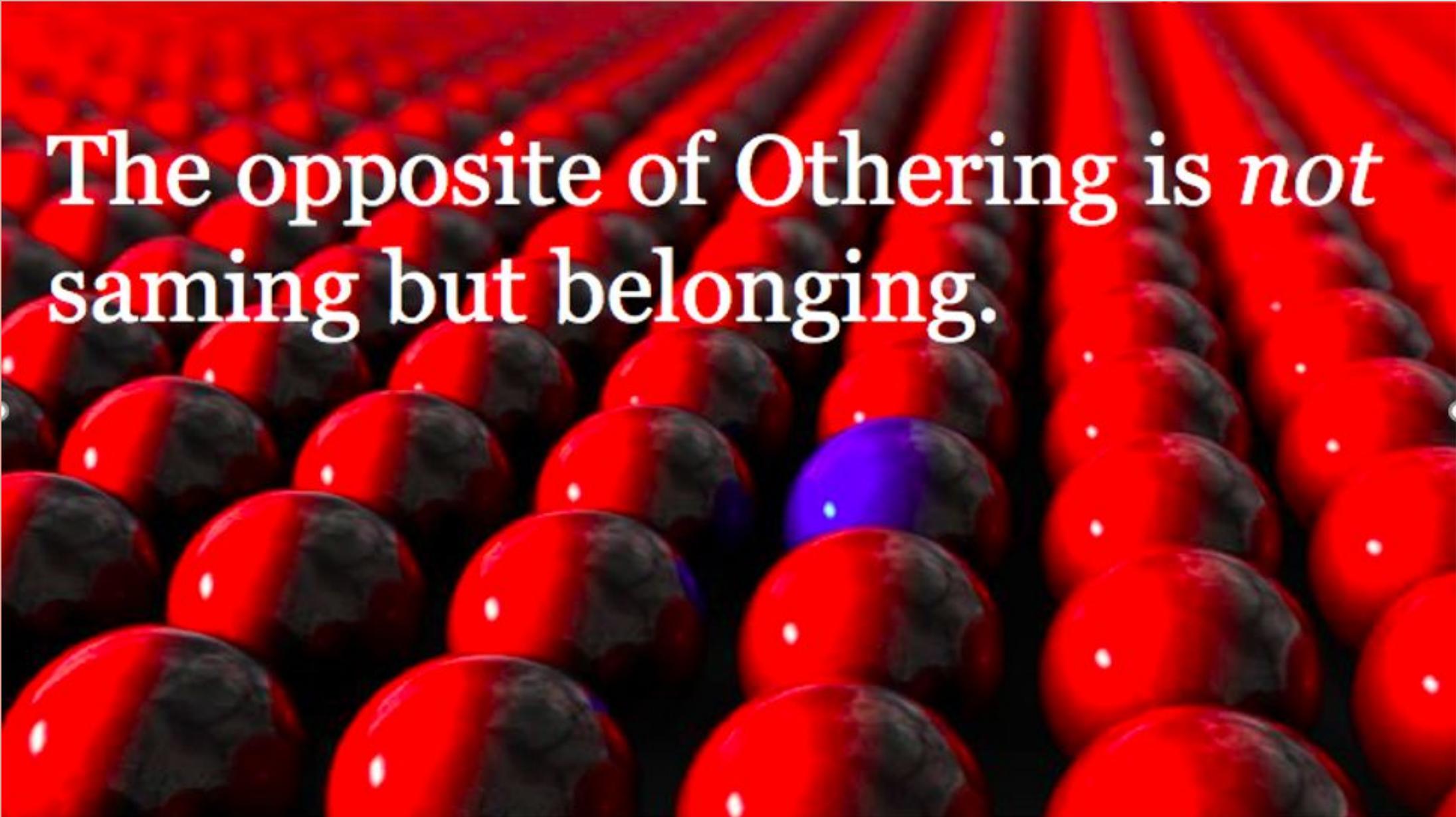
How is power being used?

How can leaders reinforce marginalized voices and ideas?

How can we bridge and link despite power differentials?

As diversity grows, so does anxiety.



A large grid of glossy red spheres is shown, receding into the distance. In the center of the grid, one sphere is a vibrant blue, standing out from the rest. The background is a light pinkish-red gradient.

The opposite of Othering is *not* saming but belonging.

Deep Belonging

Belonging connotes something fundamental about how groups are structurally positioned within society as well as how they are perceived and regarded. There's an *affective* component.



Belonging is more than joining a club – it is about co-creating and co-owning structures to belong.

“Othering and Belonging” and the Manifestation of Racial/Ethnic Stratification

There is no natural 'Other'

- Othering is not limited to racial or ethnic discrimination: some societies may discriminate based on religion, language, property values, wealth, citizenship, nation of origin etc.
- factors can lead to a national identity that one belongs too and this : Construction of identities can lead to othering
- ex. National identity based on intangible things like accents, taste in food, taste in wine, who we cheer for as a sports team

Othering is a universal problem

Group-based marginalization happens everywhere

territorial disputes, sectarian violence, military conflict, the spread of disease, displacement and genocide, hunger and food insecurity, and even climate change



Identity Politics are Othering and have consequences

When Othering becomes tangible

- Spatial and Occupational Segregation
- Citizenship and Rights
- Resources and Opportunity Hoarding
- Social Capital and Networks



Global Trends & Racial and Ethnicity Based Discrimination

1. Demographic Change & Mass Migration
2. Technology & Social Media Communication
3. Globalization
4. Income and Wealth Inequality

The result is a cataclysm of xenophobic populism, reactionary ethno-nationalism, demagoguery, and fear of the other.



How can we create a culture of belonging?

- Analyze the social network of the organization and make interventions.
 - Who is relied upon for information, who goes to who? Reveal powerful connections and potential blocks.
 - Who is in positions of power? Who is missing from those positions?
- Value diversity/belonging within the workgroup.
 - Create space so that everyone can contribute, offer recognition to those who make valuable contributions
 - Whose voices are missing from the conversation? What perspectives would bring different backgrounds and experiences to the table?
- Create structured and unstructured opportunities for collaboration and understanding
 - Achieve unified objectives and build the social capital of team members.
 - What are areas of bridging the gap between different views?

Creating space where everyone is belongs

- This does not require flattening the hierarchy of the organization but understanding **investment, experience, and responsibility**.
 - Those with the same investment, experience, and responsibility will have the same say.
- A leader's role is to create space and make sure everyone can contribute, considering the multiple identities in the room.
- Leaders must contend with an emphasis on making sure marginal voices are heard and an emphasis on empathetic listening
- We all need to be **recognized and heard**. This is not the same as getting everything we want or being right but valuing each other.

Consider:

Who has the most power in the room?

Who has the most authentic voice?

How can leaders reinforce marginalized voices and ideas?

Design of the room



Stereotype Content: Warmth and Competence Endure

Susan Fiske

	Low Competence (Capability, Assertiveness)	High Competence (Capability, Assertiveness)
High Warmth (Friendliness, Trustworthiness)	Common: Elderly, Disabled, Children United States: Italians, Irish Emotions Evoked: Pity, Sympathy	Common: Citizens, Middle Class, Defaults United States: Americans, Canadians, Christians Emotions Evoked: Pride, Admiration
Low Warmth (Friendliness, Trustworthiness)	Common: Poor, Homeless, Immigrants United States: Latinos, Africans, Muslims Emotions Evoked: Disgust, Contempt	Common: Rich, Professional, Technical Experts United States: Asians, Jews, British, Germans Emotions Evoked: Envy, Jealousy

Q&A

QUESTIONS & ANSWERS SESSION

