



Belonging Without Othering

DATE

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PRESENTER

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Othering & Belonging
Institute

The problem of “Othering” is the problem of the 21st century.

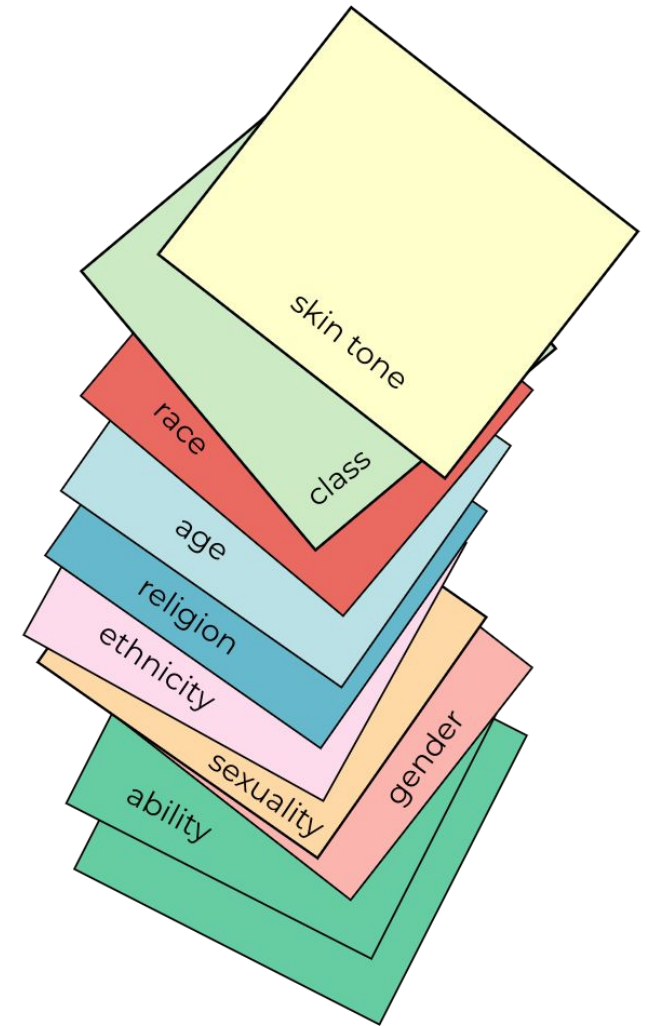
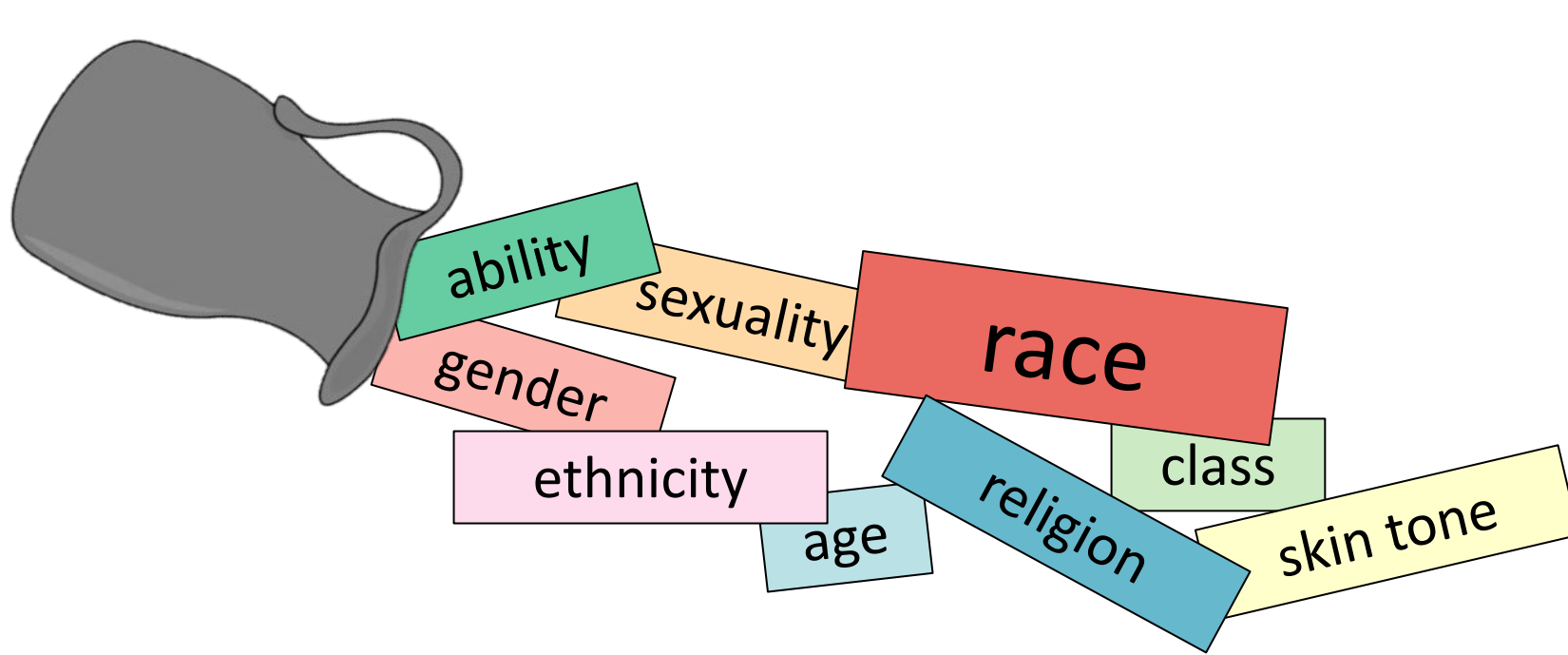


The opposite of
Othering is *not* saming,
but **belonging**.



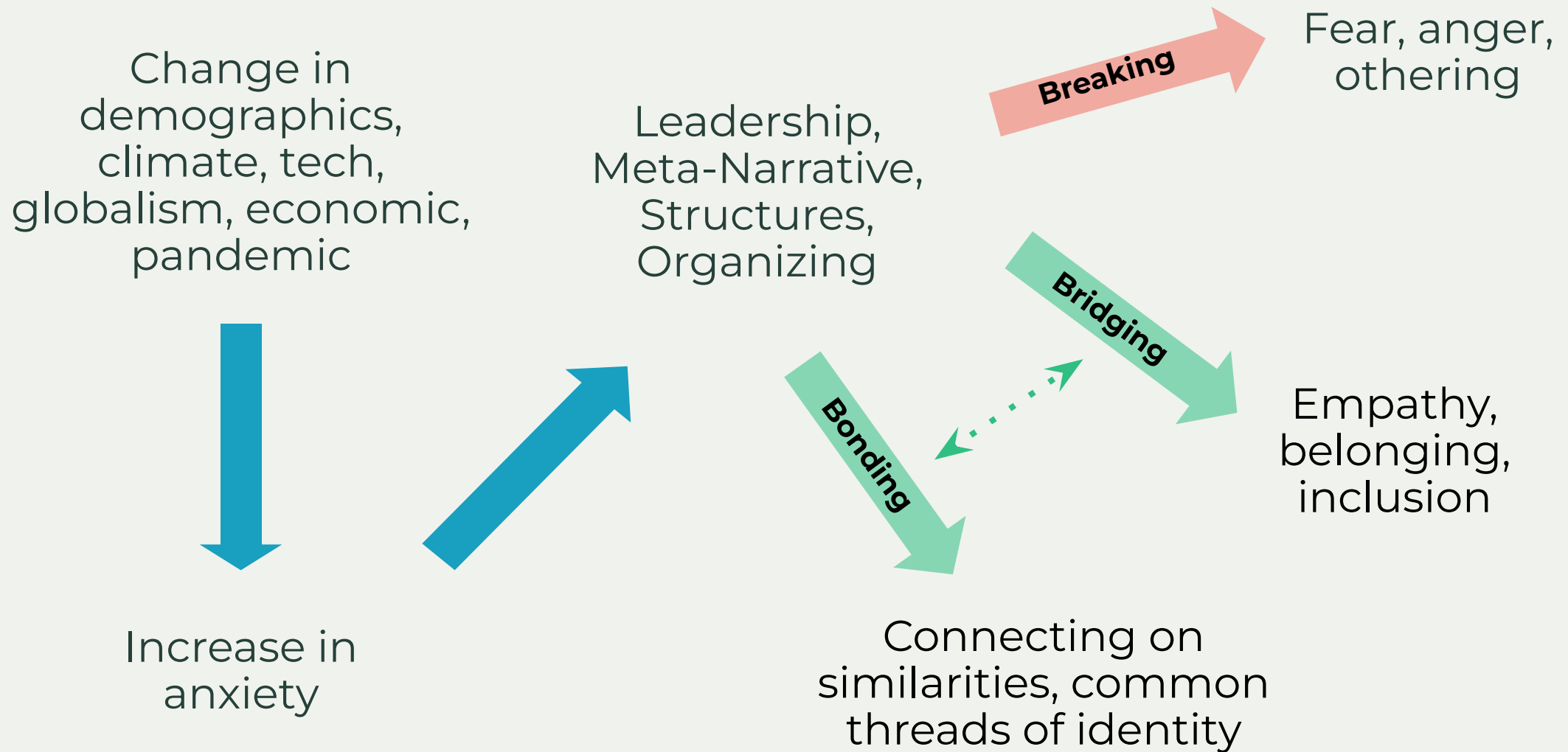
Belonging is about
co-creating and
co-owning structures
to belong.





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

Rapid Change Produces Collective Anxiety and Fragmentation



Global Trends

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

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

Conflict entrepreneurs.
People who exploit high conflict for their own ends.

Amanda Ripley
High Conflict: Why We Get Trapped and How We Get Out



Sacred Symbols

Sacred values are defended far out of proportion to their material or instrumental importance or likelihood of success, because to any groups such values defined “who we are.” And therefore, not only are attempts to reach compromises on such issues by using material incentives unlikely to be productive, but they can be insultingly counter. You can’t buy us off into dishonoring that which we hold sacred.

Robert M. Sapolsky

Behave: The Biology of Humans at Our Best and Worst



Credit: ASSOCIATED PRESS



A temporary statue of a woman erected by feminists where the statue of Columbus once stood in Mexico City. A replica of an ancient statue of an Indigenous woman will be the permanent replacement. Pedro Pardo/Agence France-Presse — Getty Images



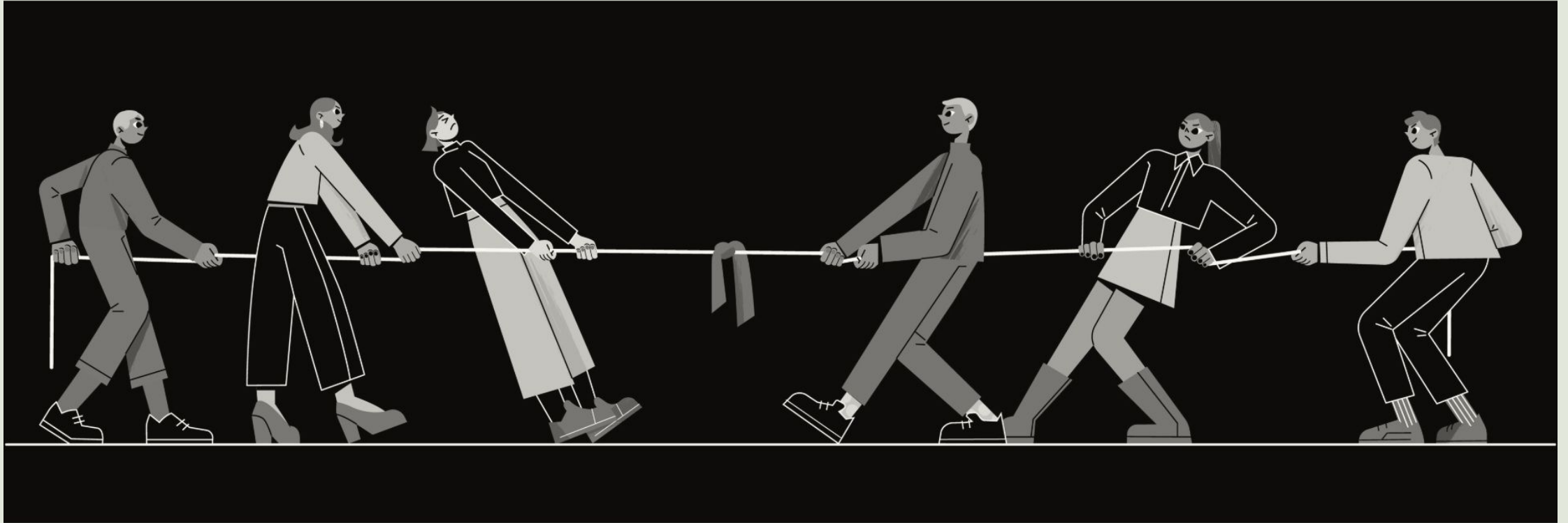
Demonstrators at a gun rights rally in Salt Lake City on Saturday. It was one of several such counterdemonstrations across the country as hundreds of thousands marched in support of gun control. Kim Raff for The New York Times



Officials work to protect artworks inside Livi's Peter and Paul Garrison Church. Certain sculptures, unable to be removed, were covered in place. Kasia Strek

fear and change

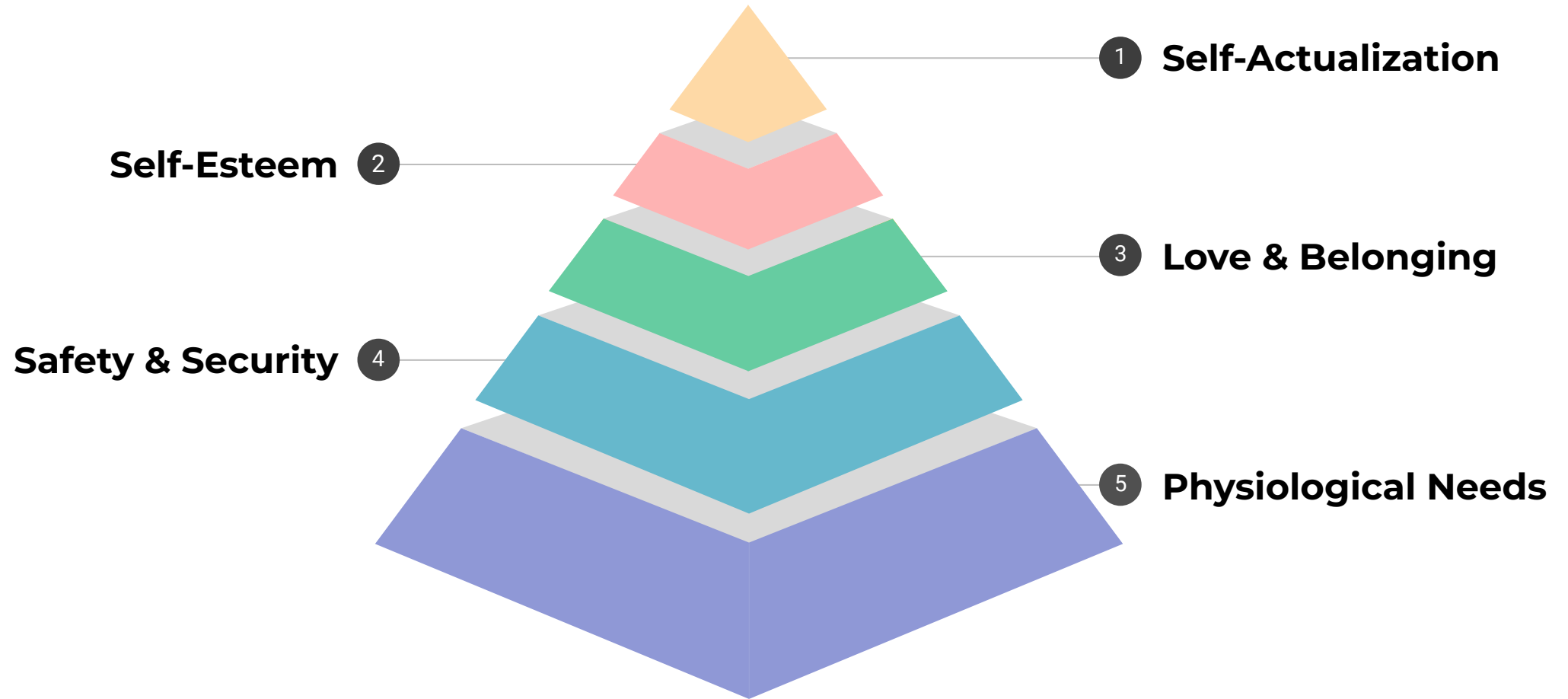
human needs



Othering

Belonging

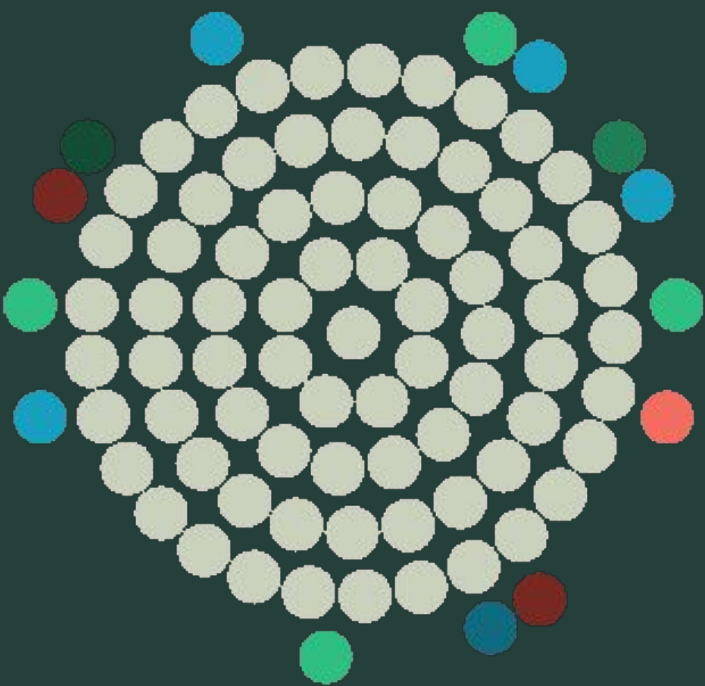
Maslow's Hierarchy Of Needs



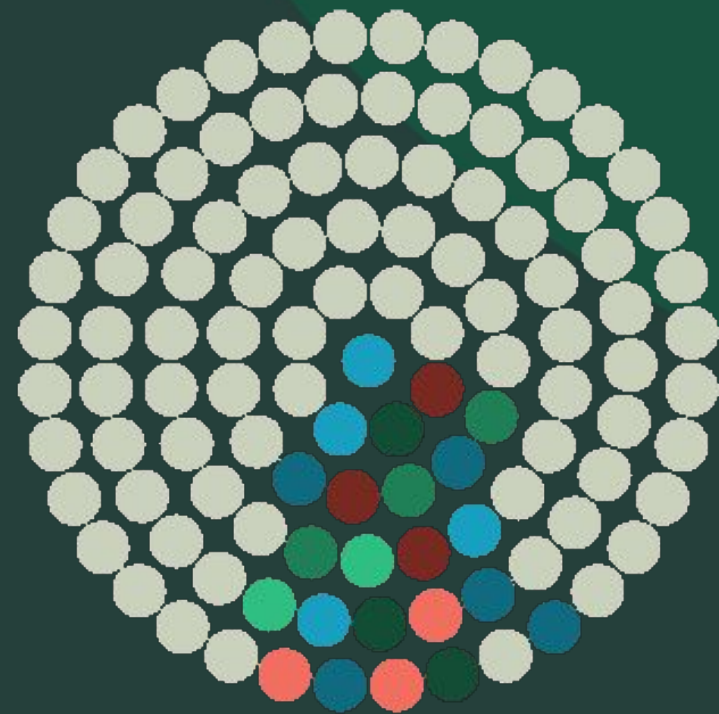
Bounded Belonging

Quite often, the practice of belonging appears in the form of social solidarity generated by the exclusion of an other and the creation and maintenance of sharp boundaries between the “us” and “them.” The problem is that this form of belonging—bounded belonging—adds to the difficulties in disestablishing othering and addressing the various forms of polarization and fragmentation associated with it.

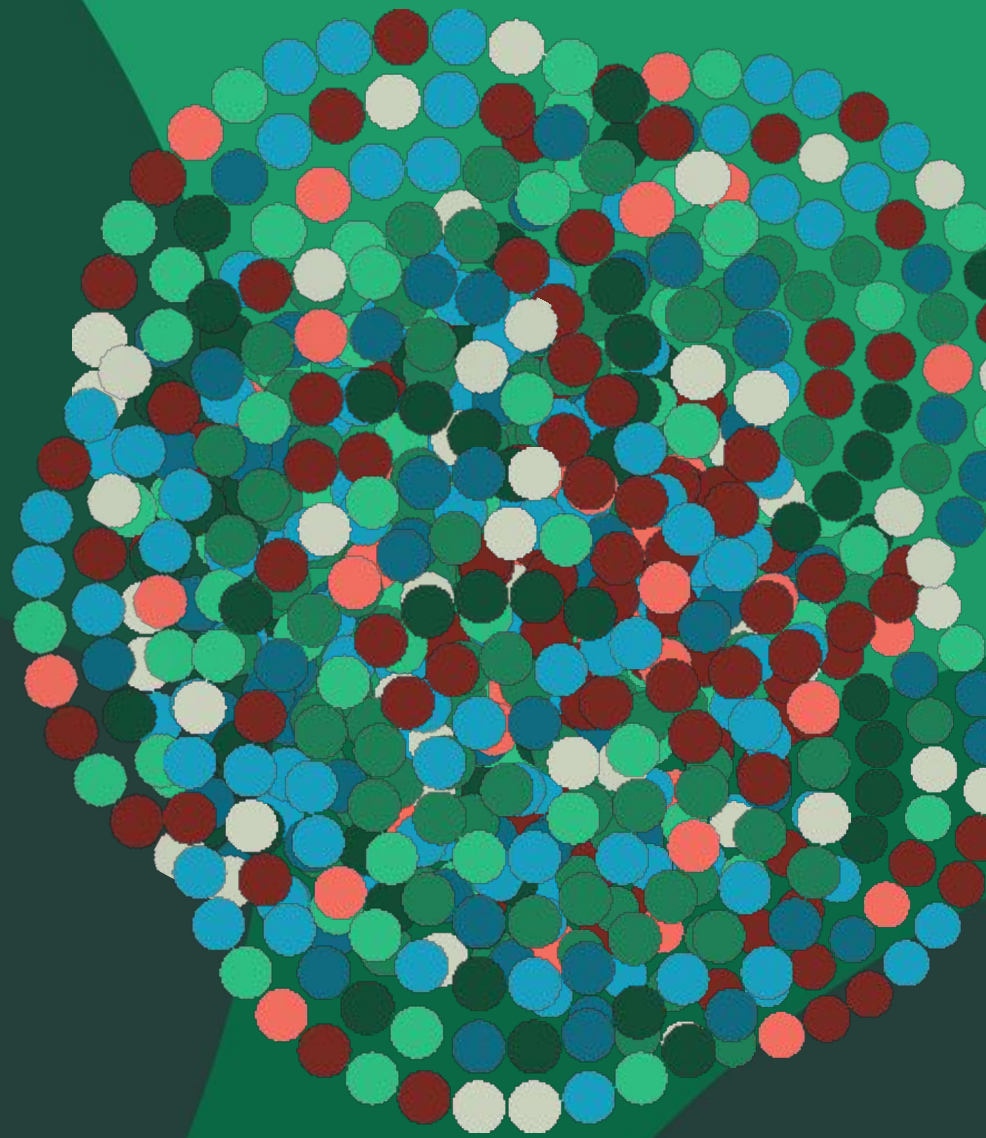
Belonging Without Othering
How We Save Ourselves and the World
john a. powell and Stephen Menendian



Exclusion



Inclusion



Belonging



Can we imagine (build) new structures and stories that honor our multiple fluid identities & belonging?

Who decides? Who benefits? Who pays?

A world where we all belong, and no one is othered.