Othering & Belonging Institute at UC Berkeley

Belonging without Othering

DATE
November 12, 2024

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AUTHORIAL SUPPORT
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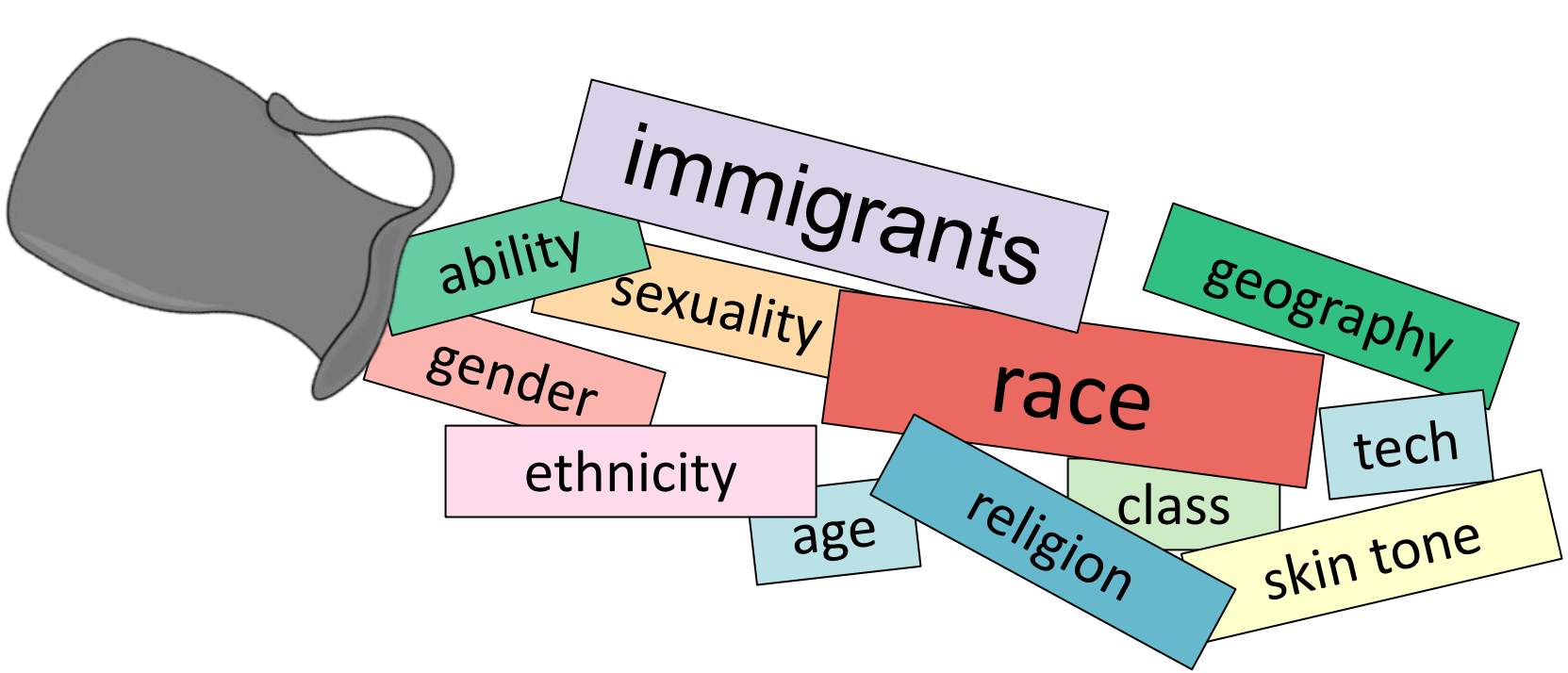
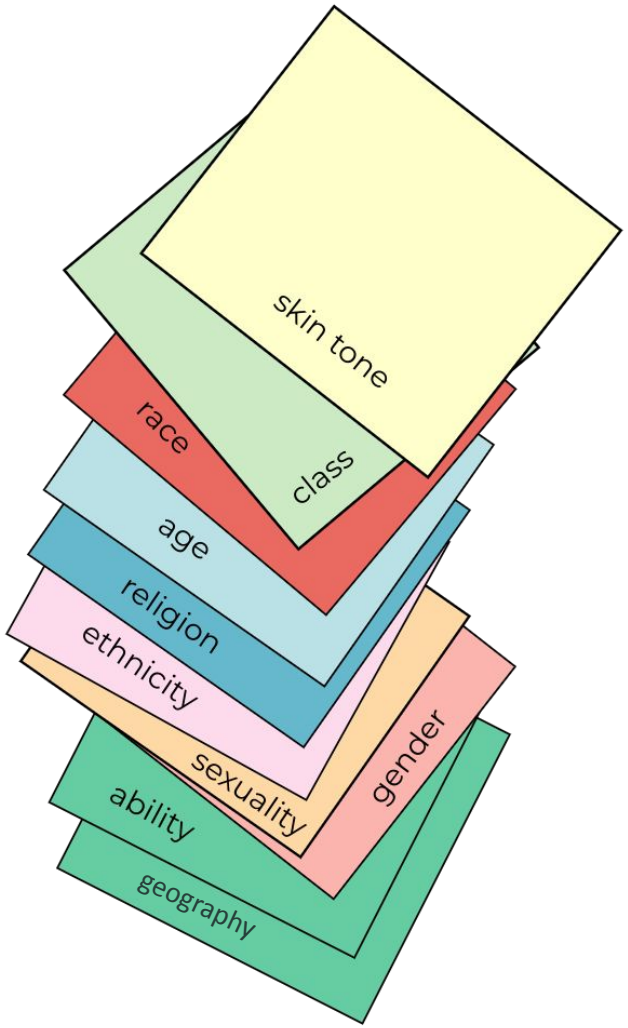
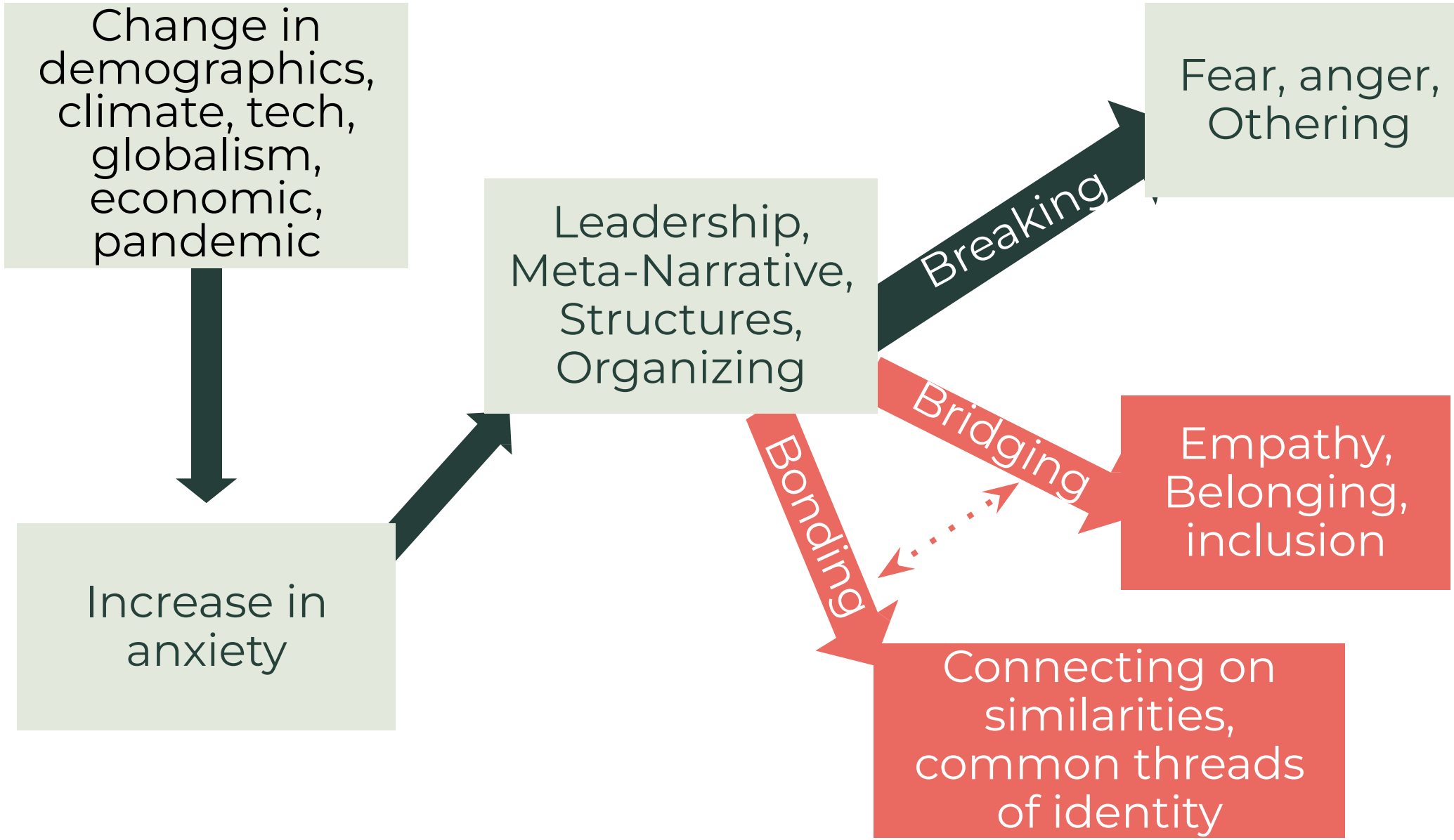
The problem of "Othering" is the problem of the 21st century.



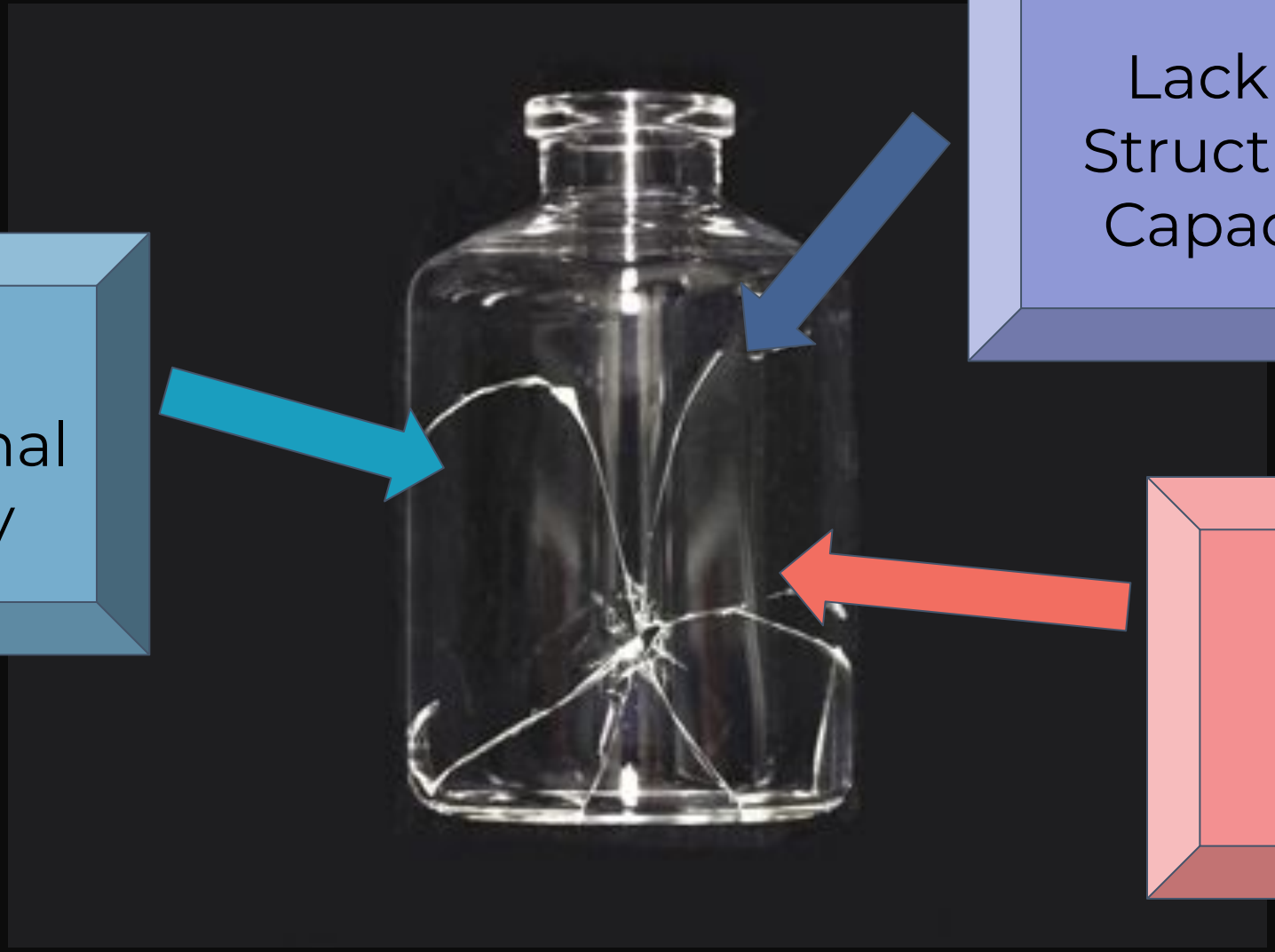


Othering is a generalized set of common processes that engender marginality and group-based inequality across any of the full range of human differences.

Rapid Change Produces Collective Anxiety



Structural Forces Contribute to Our Anxiety



Lack of Structural Capacity

Lack of Institutional Capacity

Lack of Cultural Capacity

https://manufacturingchemist.com/why-do-pharmaceutical-glass-containers-break--125997

For example, front porches vs.

Back porches

https://www.hgtv.com/outdoors/outdoor-spaces/decks--porches-and-patios/front-porch-ideas-pictures;
https://www.windowworld.com/blog/back-porch-ideas-to-help-make-the-most-of-your-outdoor-living

	Before Lockdown		After Lockdown	
Age	18–24	25–34	18–24	25–34
Less than an hour	0	1.6	7.7	13.7
Around 1 h	4.7	7.5	11.2	21.5
Around 2 h	12.4	22.5	28.4	24.8
Around 3 h	13.6	19.5	13	14
Around 4 h	17.2	16.9	16.6	11.7
Around 5 h	10.7	7.8	9.5	4.2
Around 6 h	13.6	7.5	3	2.6
Around 7 h	5.3	2.6	1.8	1.3
Around 8 h	8.9	3.9	1.8	2.3
9 h or more	10.7	8.1	5.9	2.6
Do not know	3	2	1.2	1.3
(N)	164	301	167	303
Mean (hours)	4.93	3.94	3.26	2.58
Standard deviation	2.37	2.32	2.21	2.02

Source: The authors from Survey on social and affective relationships during the COVID-19 pandemic (I) (2021).

https://www.researchgate.net/figure/Time-spent-away-from-home-on-an-average-day-before-the-pandemic_tbl4_369971745

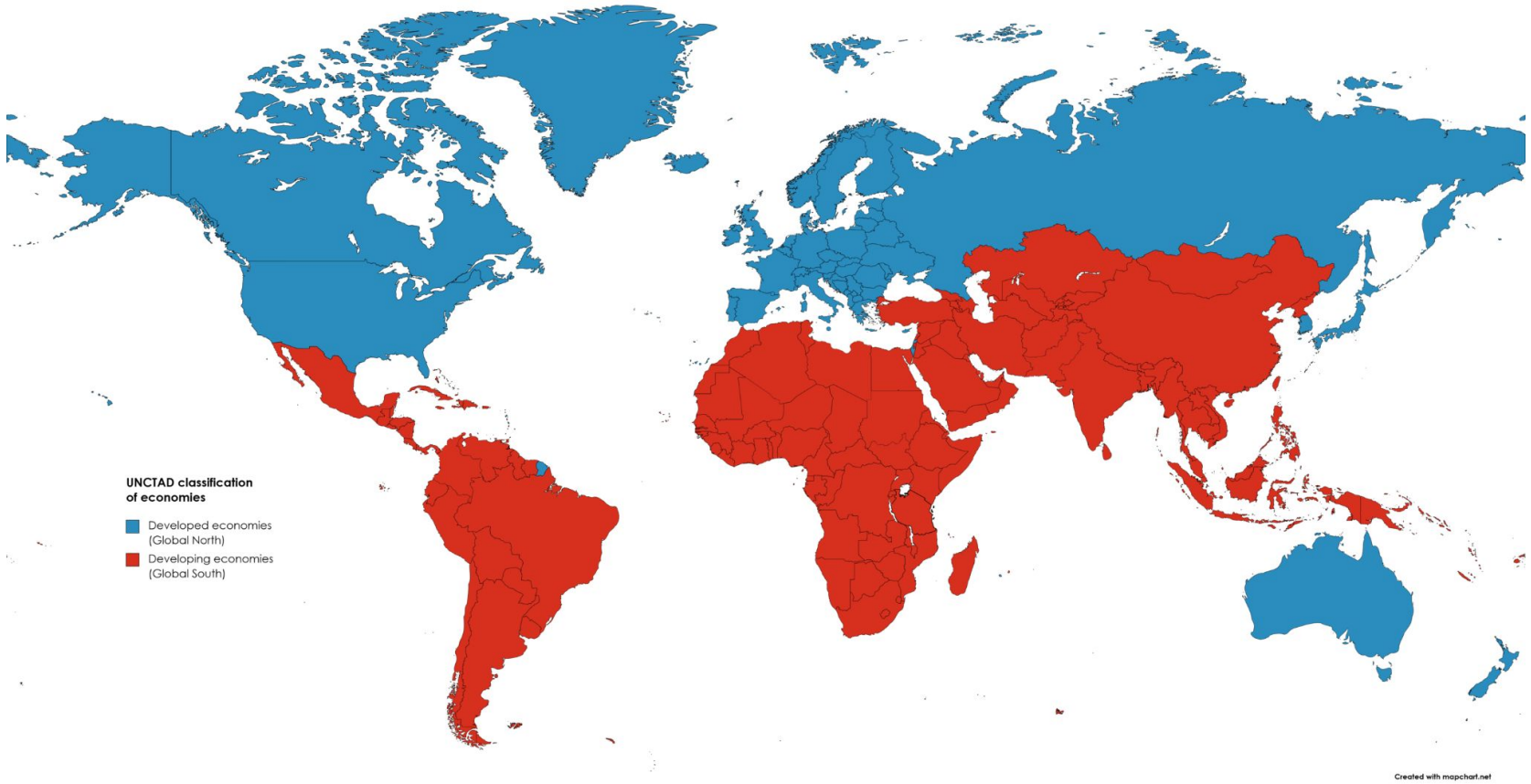
What does one need to belong?

https://www.potentialproject.com/insights/how-to-cultivate-belonging-at-work

Example: who can be Spanish?

https://www.google.com/url?sa=i&url=https%3A%2F%2Fpngtree.com%2Ffreepng%2Fspain-flag-png-of-spanish-flag-national-union-country_5008315.html&psig=AOvVaw00tLCk5C-Udshp-Oofd1gr&ust=1731368174380000&source=images&cd=vfe&opi=89978449&ved=0CBQQjRxqFwoTCPjU4Jr30okDFQAAAAAdAAAAABAK

Example: who belongs in global forums?



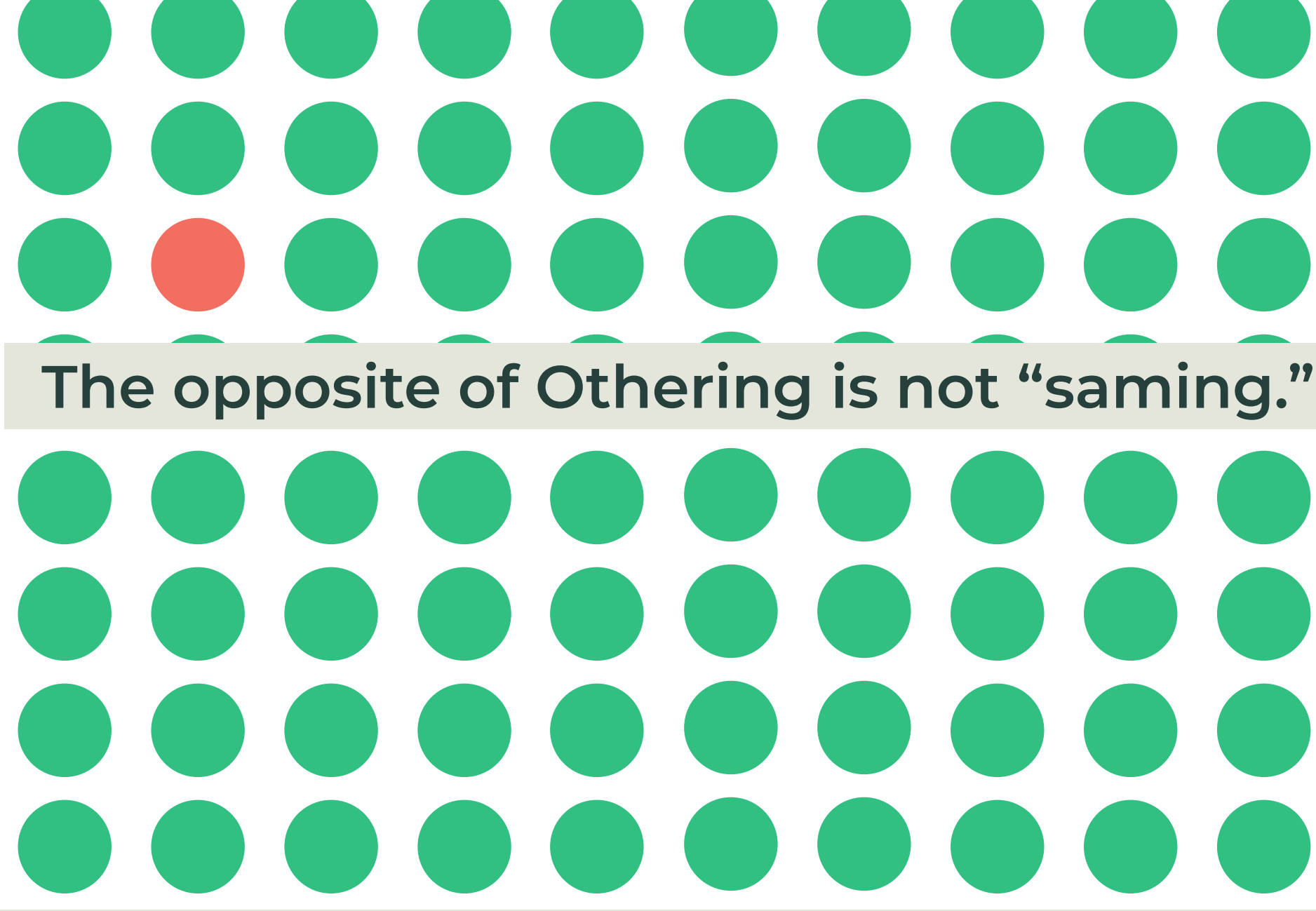
https://en.wikipedia.org/wiki/Global_North_and_Global_South#/media/File:UNCTADclassificationofeconomies.png

W.E.B. Du Bois

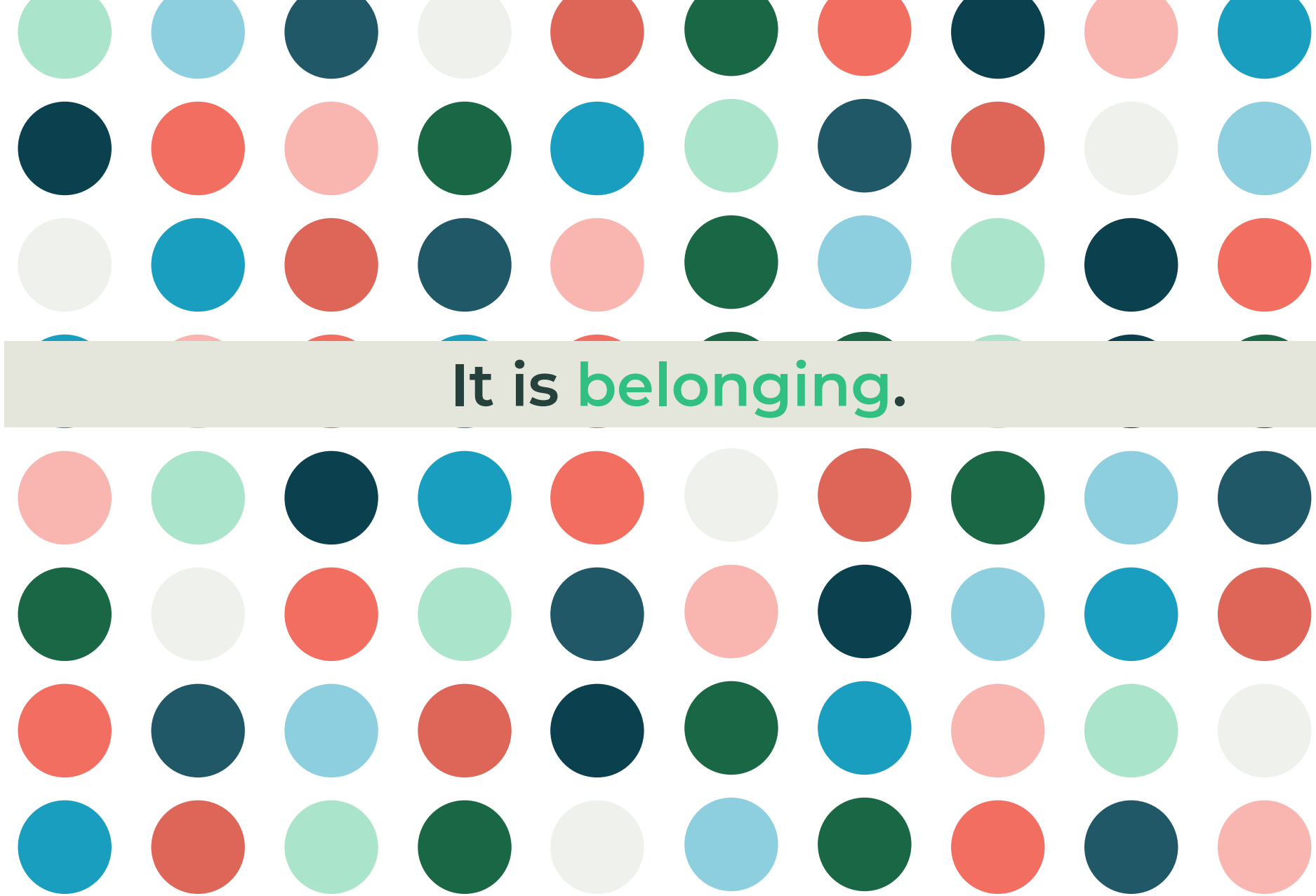
https://www.poetryfoundation.org/poets/w-e-b-du-bois

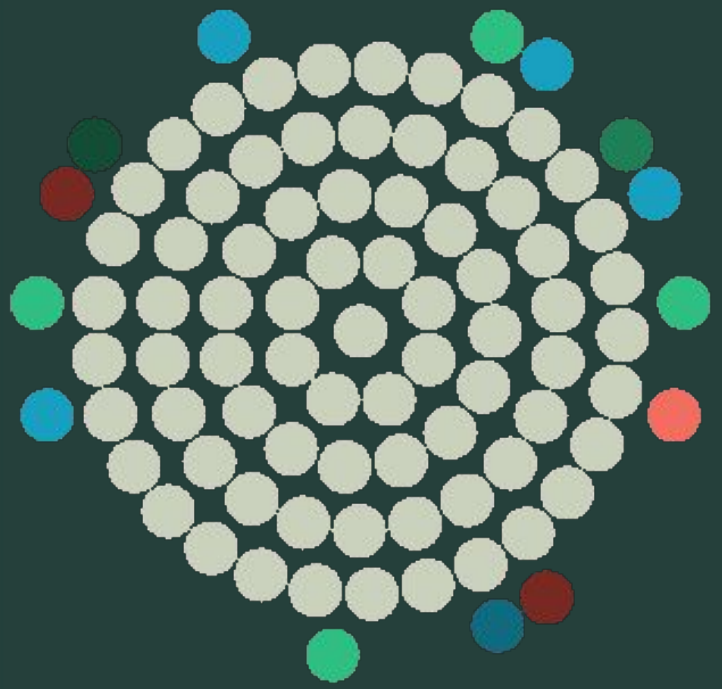
Example: who gets a say, governments or NGOs?

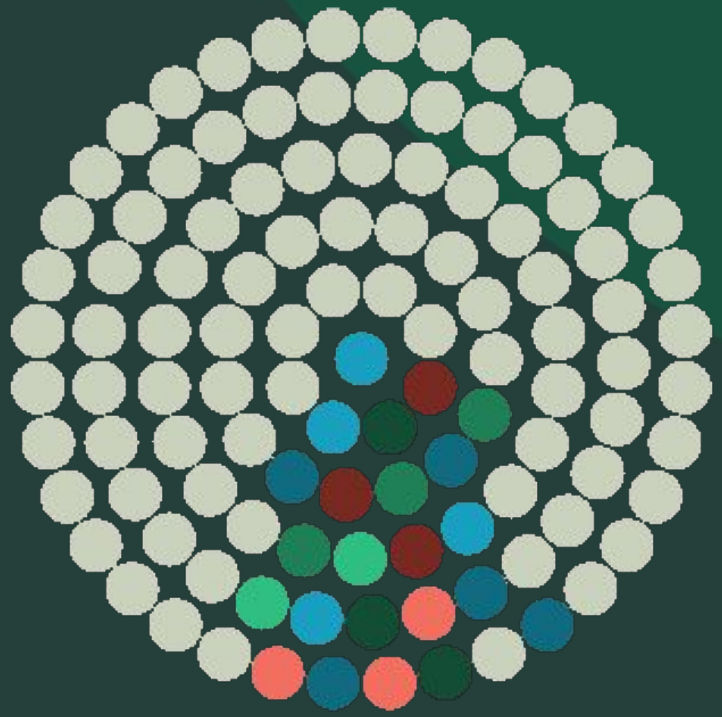
https://www.google.com/url?sa=i&url=https%3A%2F%2Fapnews.com%2Farticle%2Fspain-catalan-basque-galician-languages-parliament-3209def249eabbb3a446a9de55cb3479&psig=AOvVaw2WVULwMoqLnTmGoCowQsYi&ust=1731368643055000&source=images&cd=vfe&opi=89978449&ved=0CBQQjRxqFwoTCPi0kvr40okDFQAAAAAdAAAAABAJ;
https://www.google.com/url?sa=i&url=https%3A%2F%2Frighticksfoundation.org%2F2023%2F11%2F02%2Fwhat-is-the-purpose-of-the-international-non-governmental-organization%2F&psig=AOvVaw0iGGWJYfdApan4b8zZ8ji_&ust=1731368559036000&source=images&cd=vfe&opi=89978449&ved=0CBQQjRxqFwoTCNi76-b40okDFQAAAAAdAAAAABAE

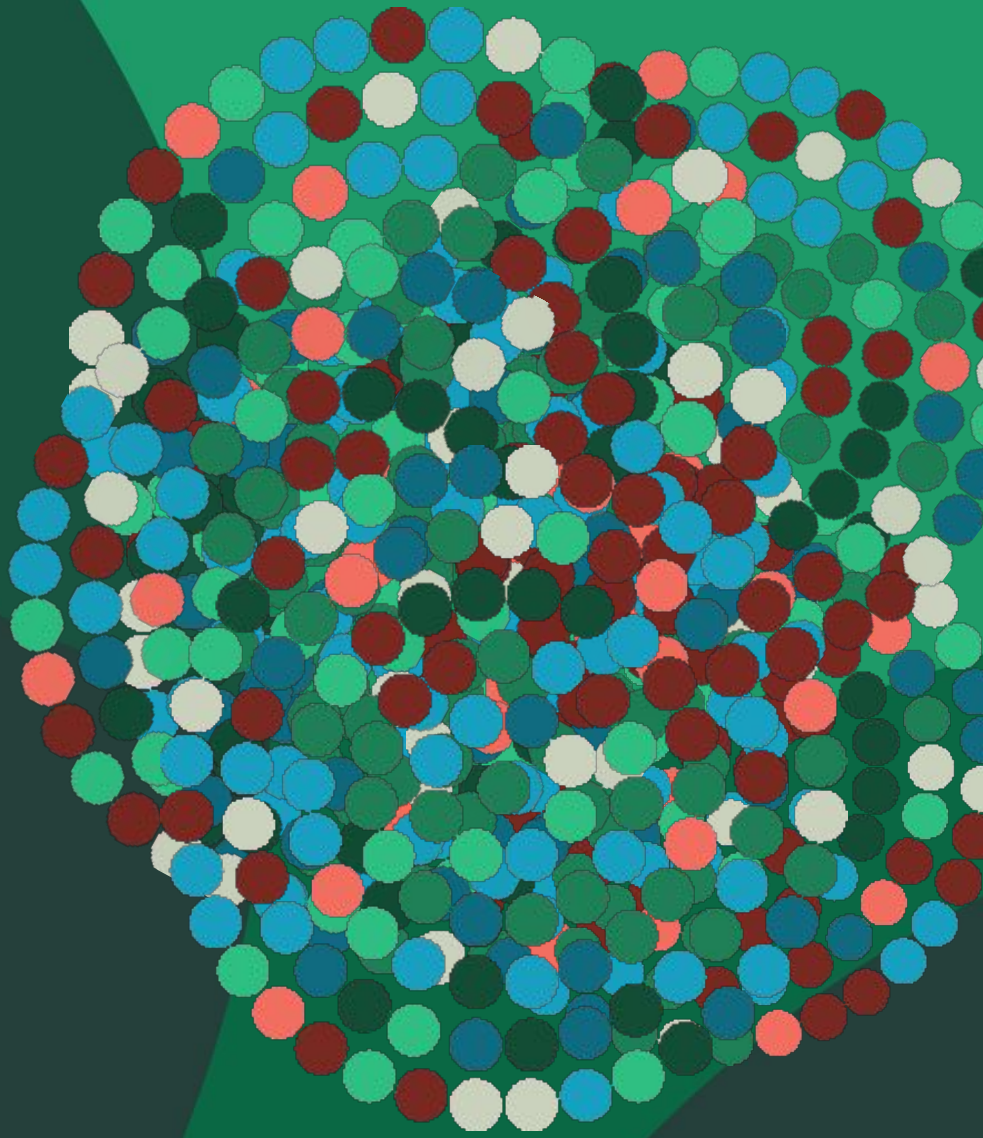


The opposite of Othering is not “saming.”


It is belonging.







Exclusion

Inclusion

Belonging

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

Reflection

- Think of a time when you/your group didn't belong, when you/your geroup were othered. How did that experience impact you?
- What did you?

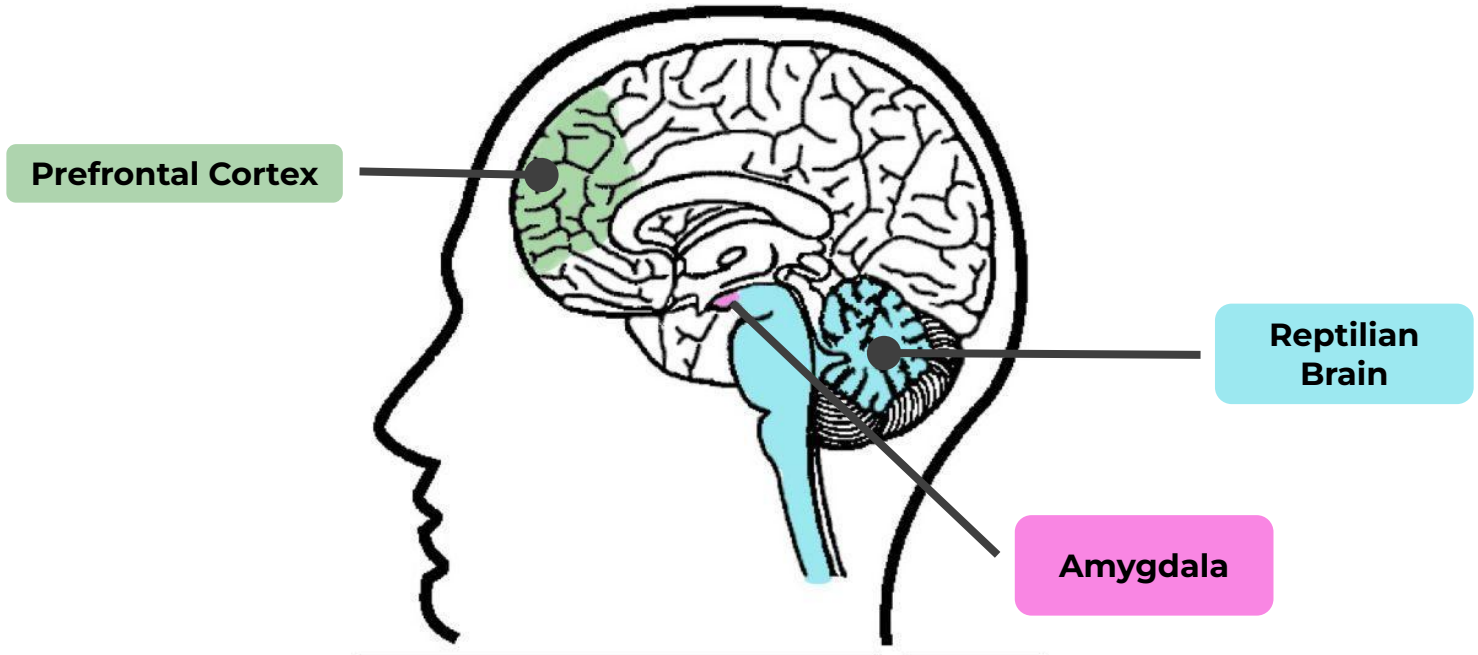
Bridging is a precondition for belonging.

Stories and Narratives

Who's in the stories? Who is left out? Who is telling story? Who is the protagonist/villain? Who is the audience?

How do we expand our circles to include everyone in our stories and narratives?

Who are we talking to?

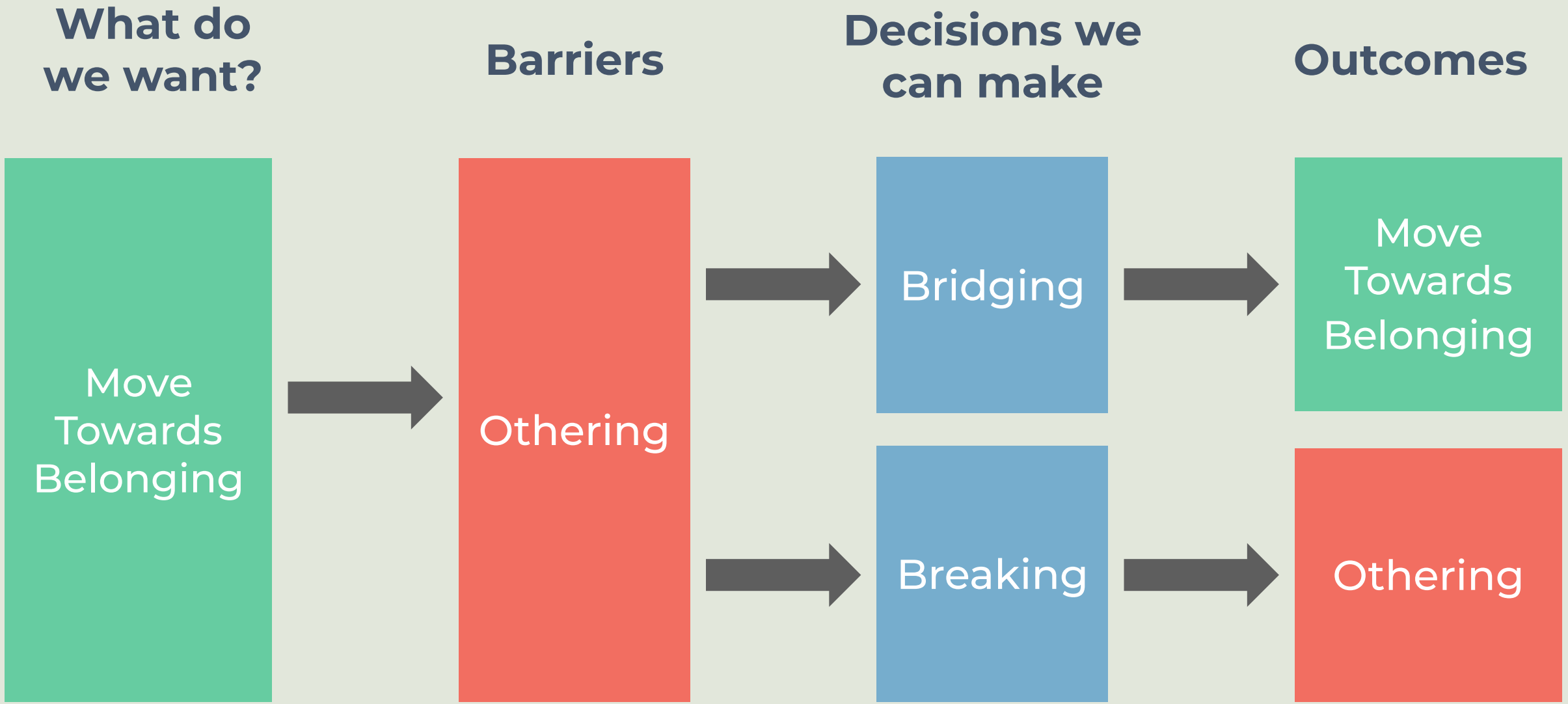


Narratives of Othering and Belonging

Breaking: When a group turns inwards and explicitly pushes away from other groups who are seen as dangerous or a threat.

Bonding: Connecting to people like you in some important way

Bridging: Ties to people who are unlike you in some important way; stories, structure contact, willing to listen.


What do we want?
Barriers
Decisions we can make
Outcomes
Move Towards Belonging
Othering
Bridging
Breaking
Move Towards Belonging
Othering

Power Matters

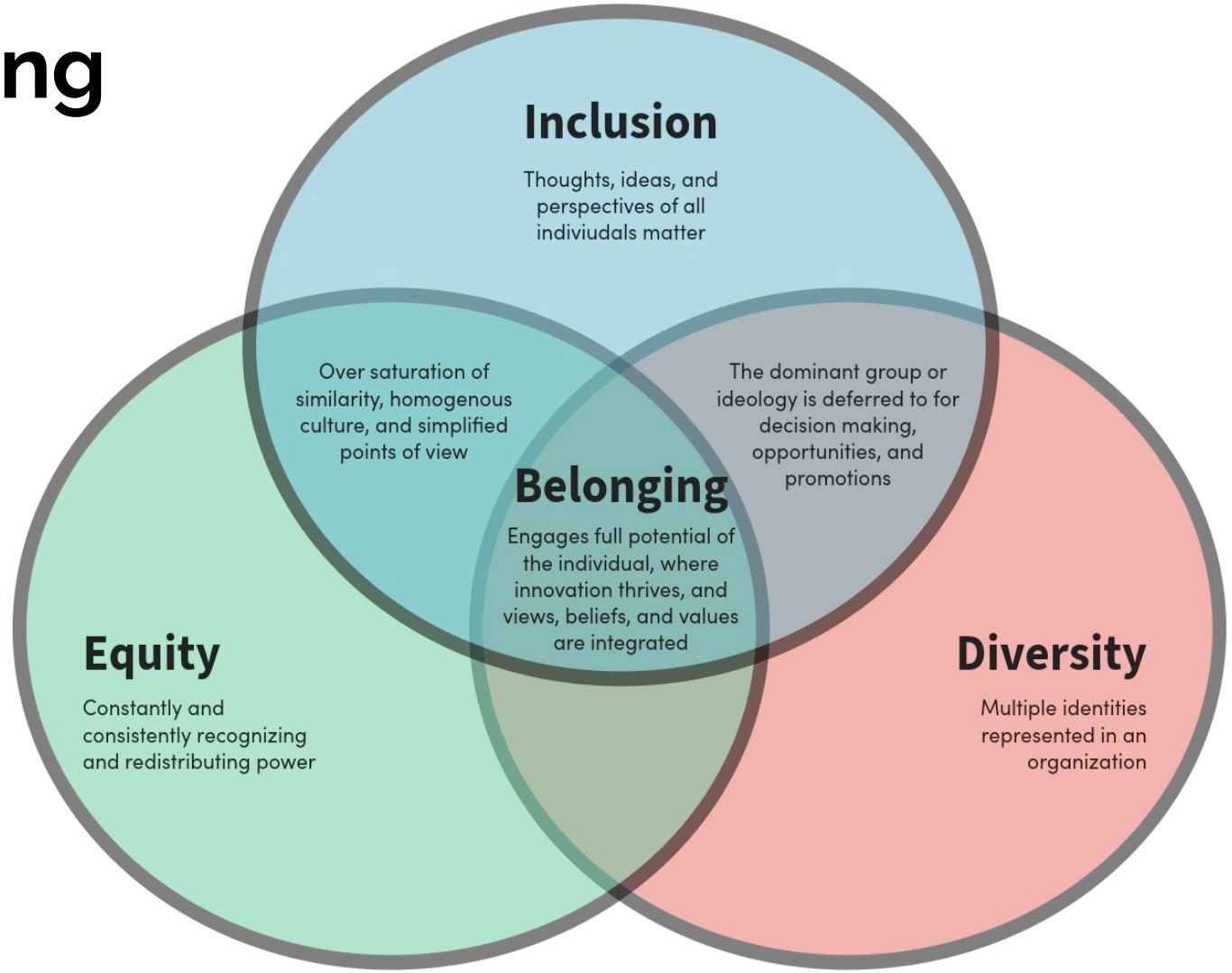
- Bridging may look different where there is a power differential.
- Power is positional, structural, and hierarchal.
- Individuals can build relationships with institutions and individuals who have relative power to access resources.

https://pngtree.com/freepng/connection-clipart-flat-illustration-of-people-networking-together-vector-illustration-ilustratura-cartoon_11069395.html

From Diversity, Equity, and Inclusion to Bridging and Belonging

Why move from DEI to Bridging and Belonging?

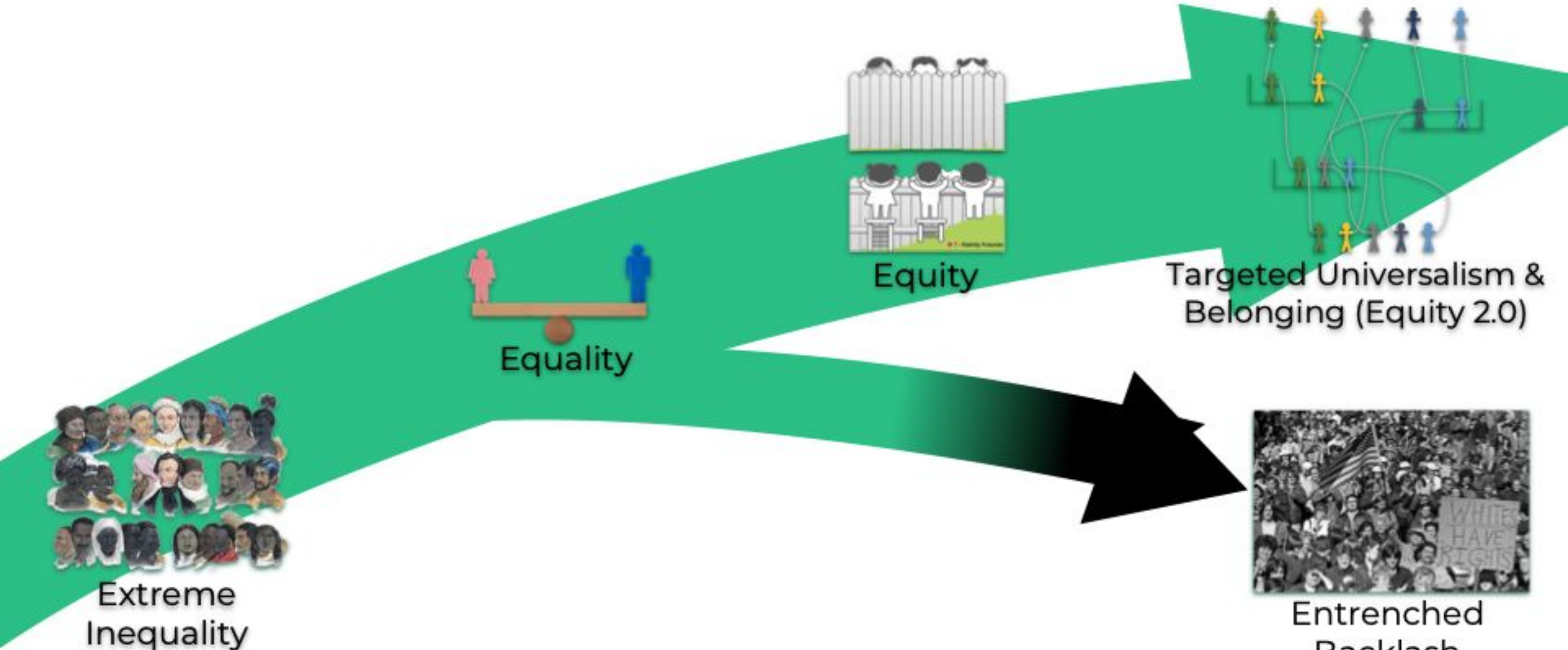
- We don't want to just welcome people into existing structures
- We want people to **co-create structures and institutions**
- The **work of bridging happens through co-creation**



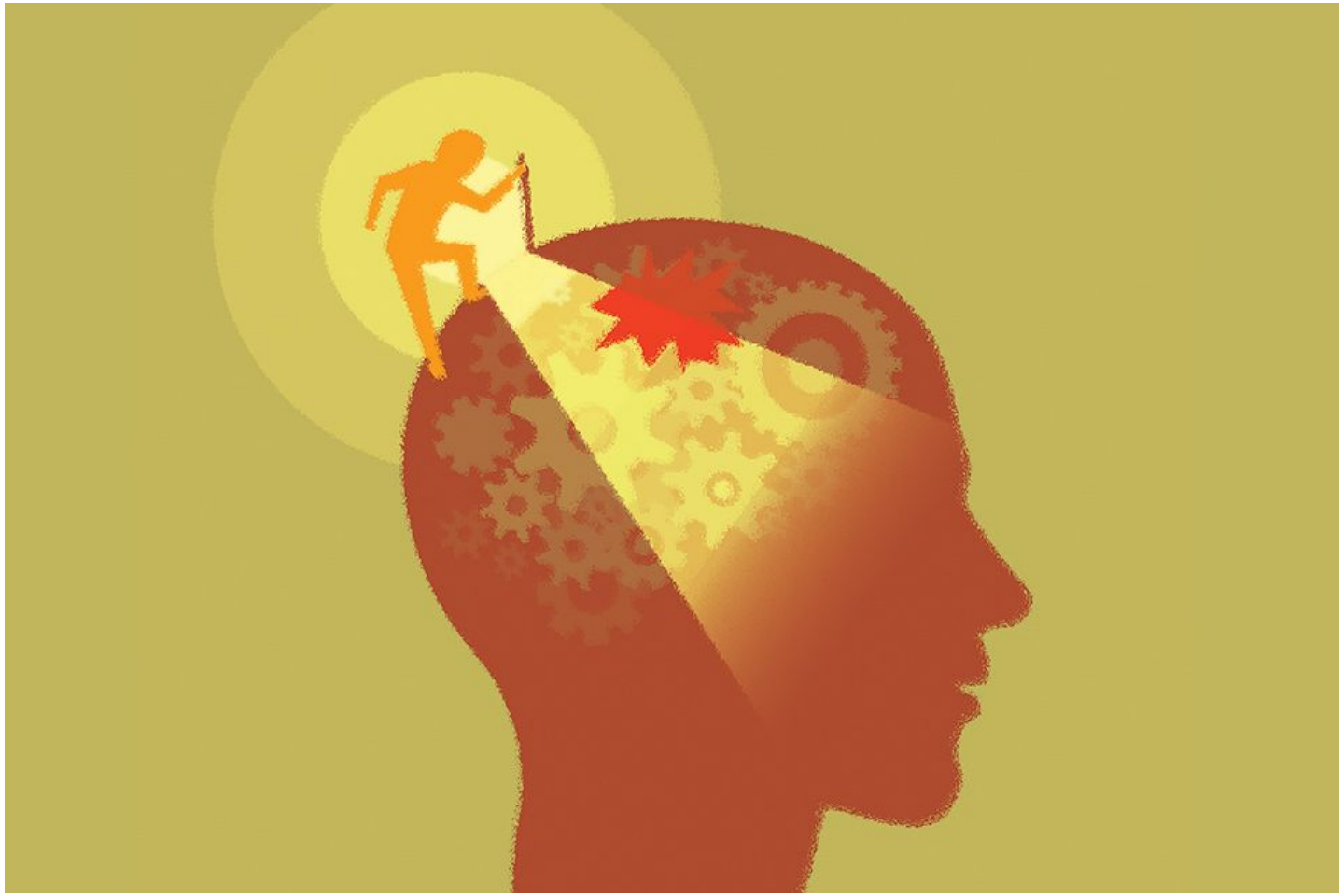
Source: https://medium.com/@krysburnette/its-2019-and-we-are-still-talking-about-equity-diversity-and-inclusion-dd00c9a66113

The arc of the moral universe is long, but it bends toward justice (belonging)

–Dr. Martin Luther King Jr., "Remaining Awake Through a Great Revolution." Speech given at the National Cathedral, March 31, 1968.



Othering & Belonging among Individuals

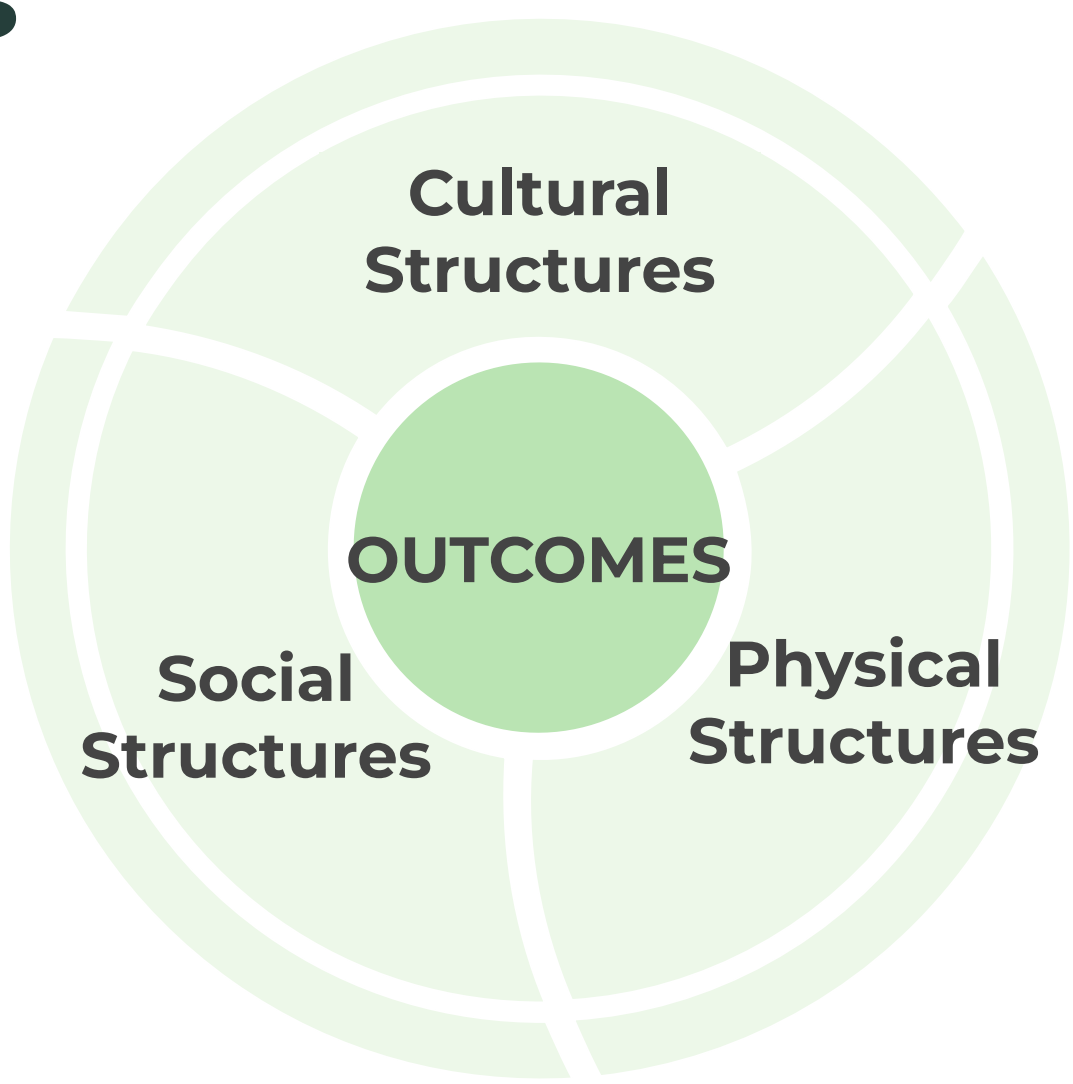


https://americanlibrariesmagazine.org/2021/01/04/mitigating-implicit-bias/

Othering & Belonging within Structures

We are all situated within structures, but not evenly.

These structures are not neutral.



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

A framework for belonging

	Low Belonging	High Belonging
Uniqueness is Valued	**Differentiation** *I am different* *I am uncomfortable*	**Deep Belonging** *I belong* *I can be myself*
Sameness is Valued	**Exclusion** *I am different* *I am uncomfortable*	**Assimilation** *I can fit in* *I have to be guarded*

Source: Adapted from Josh Bersin, "Why Belonging is Such a Big Deal in Business Today," August 31, 2020.

Structures do work: power and position matter

People are situated differently with regard to structures and infrastructure.

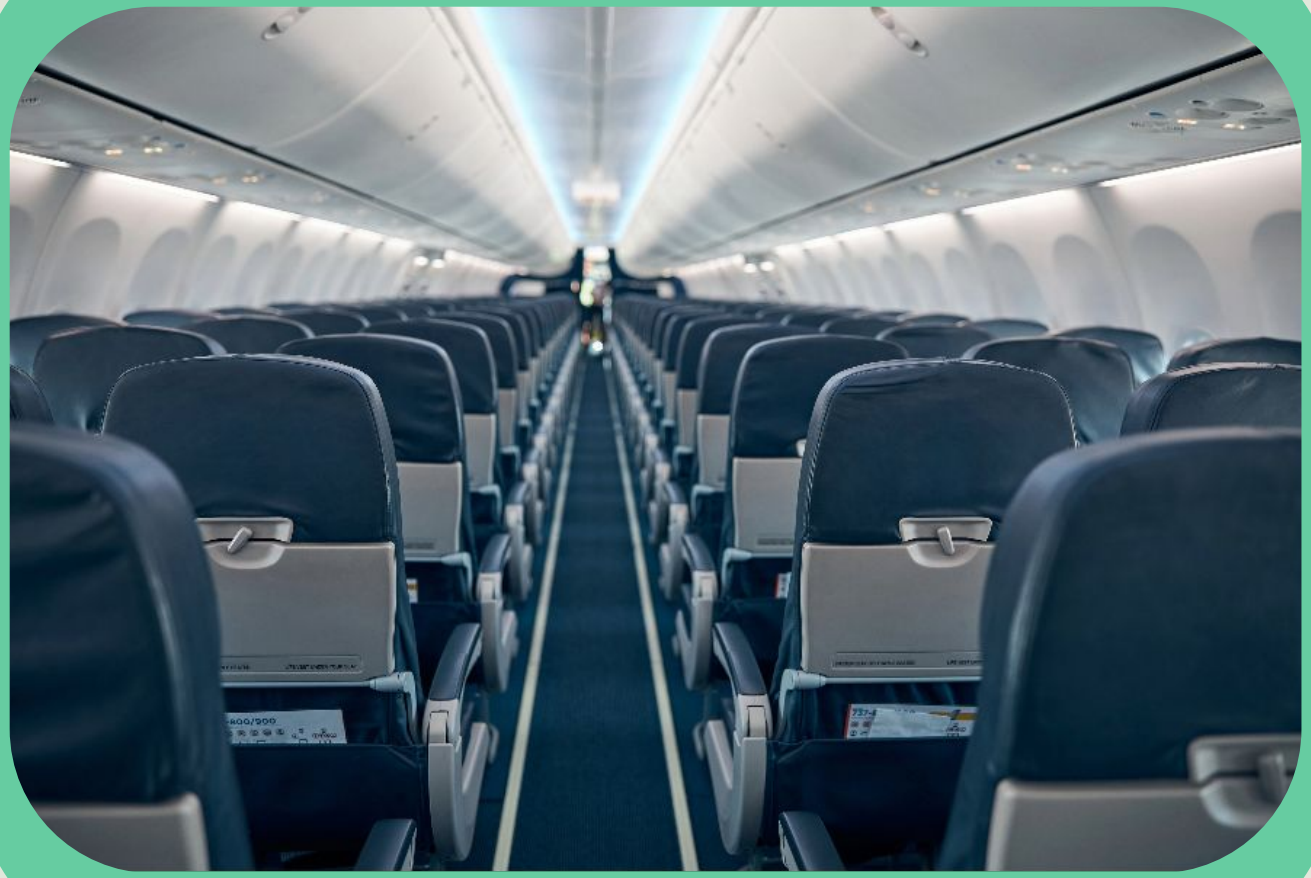
People also impact these relationships and can change the structure of the system.

http://cache2.asset-cache.net/xc/sb10068513u-001.jpg?v=1&c=IWSAsset&k=2&d=31D8FB54DE31AA509407BC6E340A6C891C8B733DE2CC97947B07E4ECD834874BD4B40B3E875A785D; http://www.babble.com/CS/blogs/strollerderby/visually_impaired.jpg; http://4.bp.blogspot.com/_5P5c2_DyvqE/SwiNQzk2HPI/AAAAAAAAAJE/oJN0PY6b1rs/s1600/Responding+to+bias+in+school.jpg; http://www.payvand.com/news/07/apr/Hearing-Impaired-Tehran-ISIHI1.jpg

Structures are not neutral.

Think about the design of airplanes.

How might they be biased?



How Can Structures other?

https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.nytimes.com%2F2019%2F03%2F15%2Fus%2Fmosque-security.html&psig=AOvVaw274gOy_Ua1tdsVA7vOQ9q0&ust=1730562761049000&source=images&cd=vfe&opi=89978449&ved=0CBQQjRxqFwoTCIjege6-u4kDFQAAAAAdAAAAABAS;
https://s7d1.scene7.com/is/image/norc/American-Historical-Association-US-History-Teachers?$mobileWidth$

How Can Structures demonstrate belonging?

https://www.reuters.com/world/europe/spain-makes-masks-mandatory-healthcare-centres-amid-flu-covid-peak-2024-01-10/

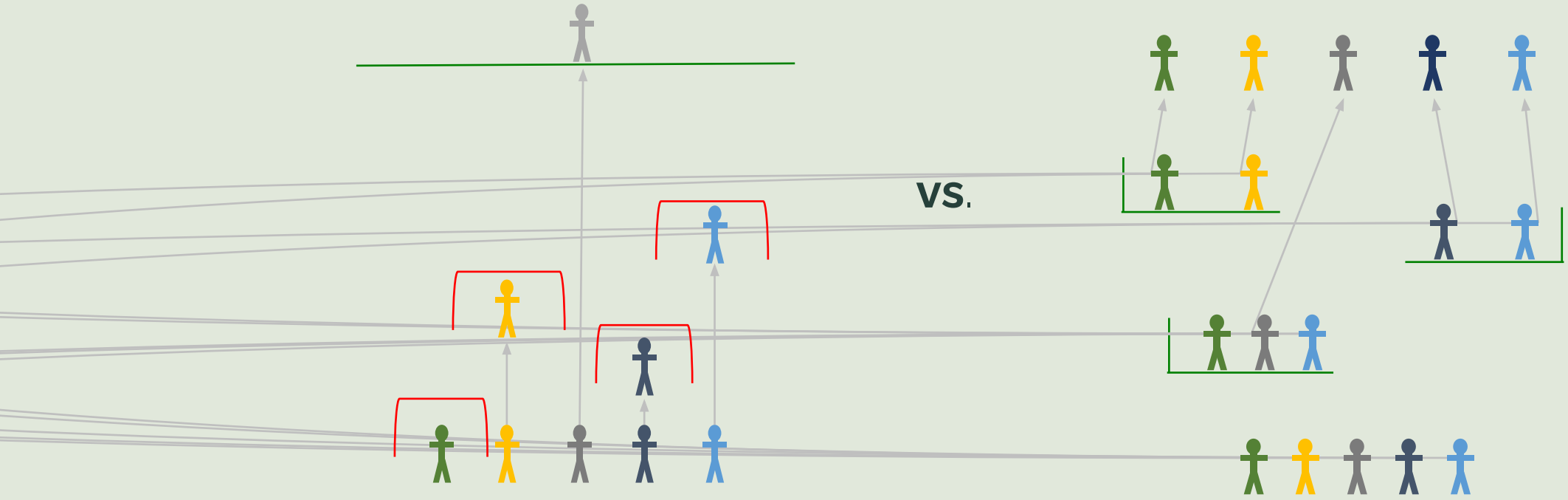
Targeted Universalism

A framework for achieving Equity 2.0

The TU Framework

Structural inequity produces consistently different outcomes for different communities

Targeted universalism responds with universal goals and targeted solutions



Cracked Containers

- When there's a crack in the container–when the context in which we live is broken–everyone feels othered and our solutions need to be more radical.

Create new containers where people are valued and connect

- An opportunity to move beyond polarization and toward **co-creation**
- Structural belonging requires: mutual power, access, and opportunity among all within a shared container (such as a society, organization, etc).

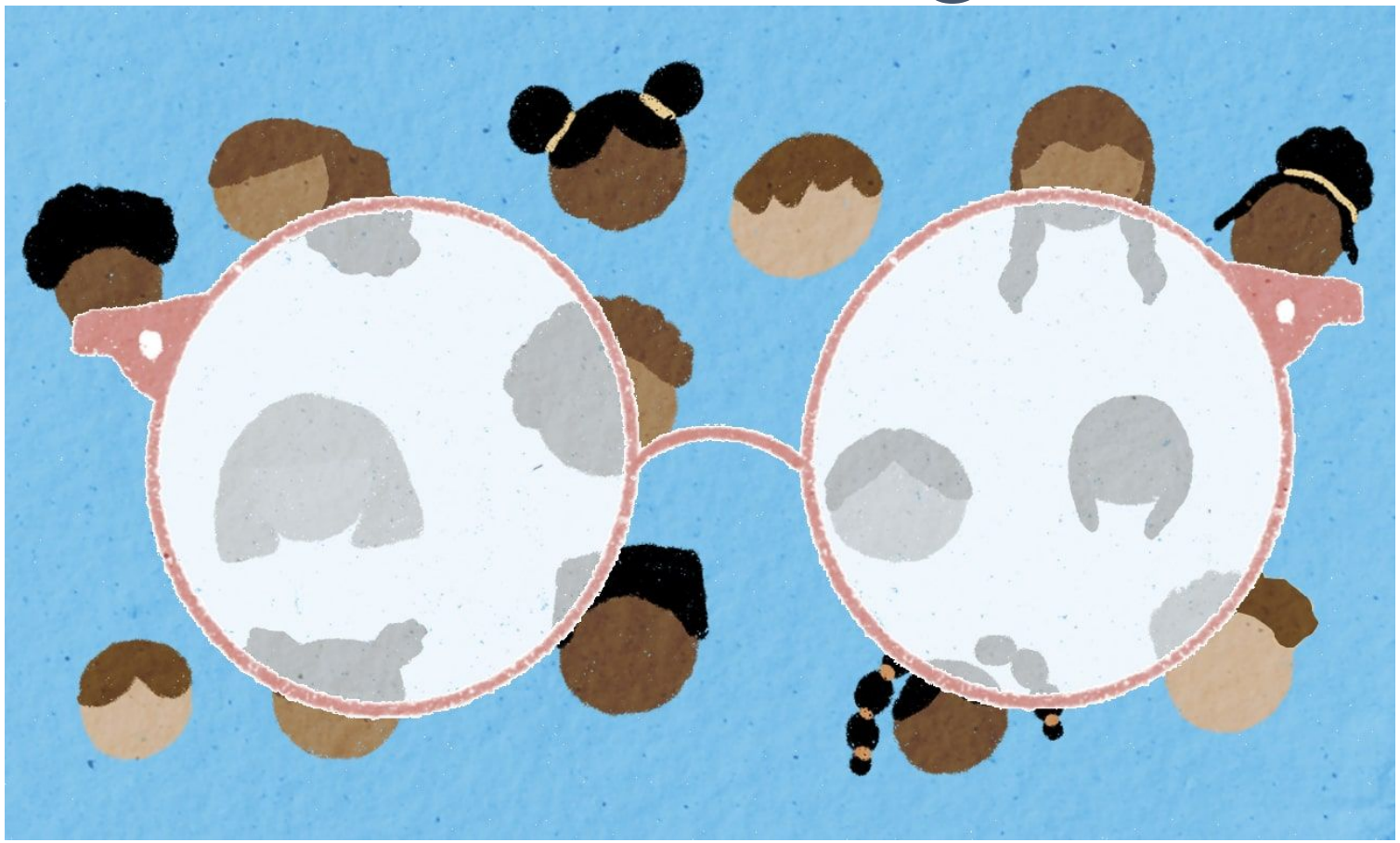
Targeted Universalism as a Method for Co-Creation

https://www.thedesigngym.com/beyond-buzzword-co-create-even-mean/

Targeted Universalism Steps

1.	Co-create a universal goal
2.	Assess the general performance relative to the universal goal
3.	Identify groups performing differently with respect to the goal
4.	Assess the structures that impede each group from achieving the goal
5.	Develop and implement targeted strategies so all groups reach goal
6.	Develop bridging messaging and stories that support strategies.

We cannot ignore our differences when identifying how groups perform relative to the universal goal.

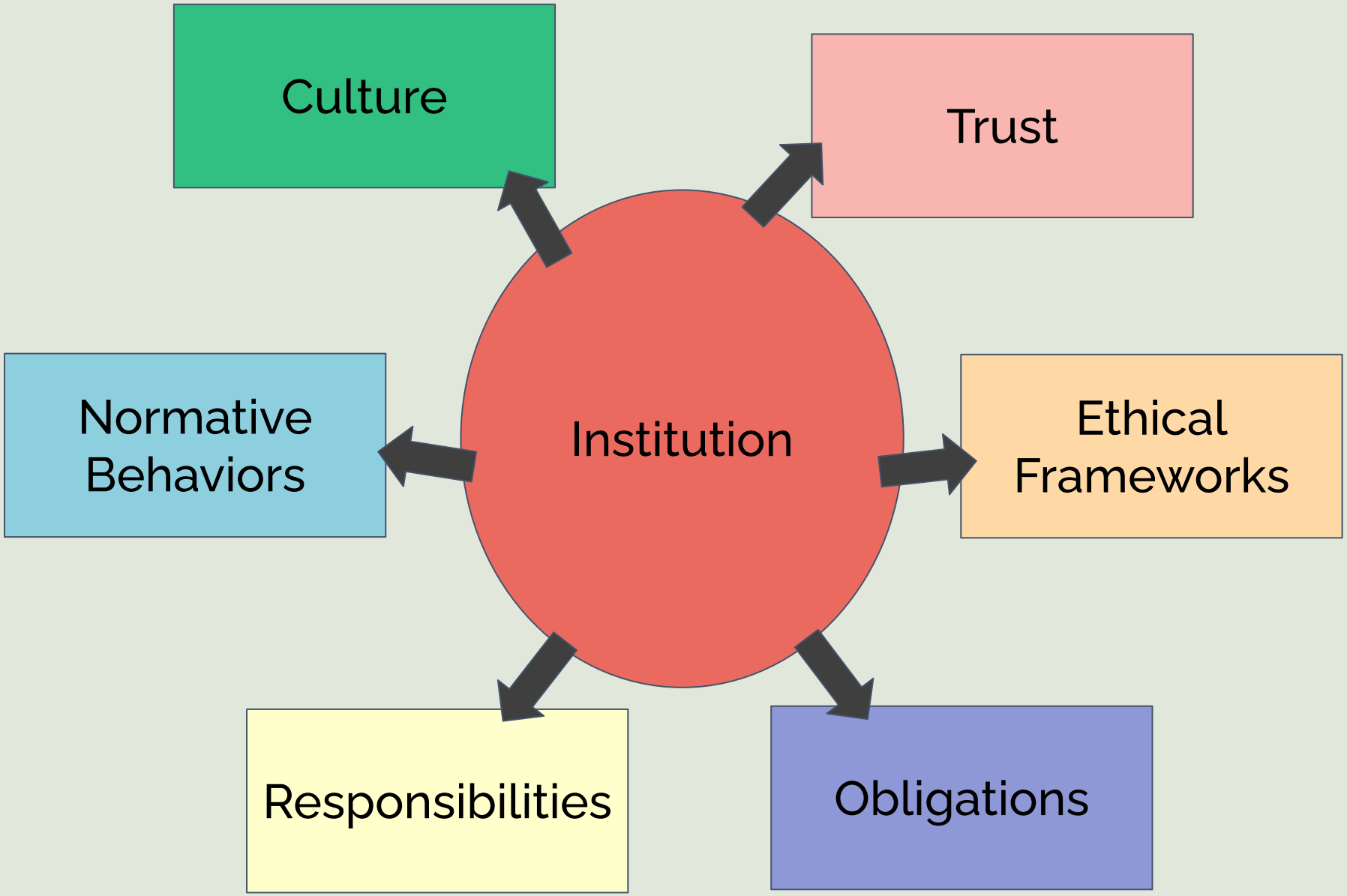


https://imprintnews.org/los-angeles/color-blind-ambition-removals/52958

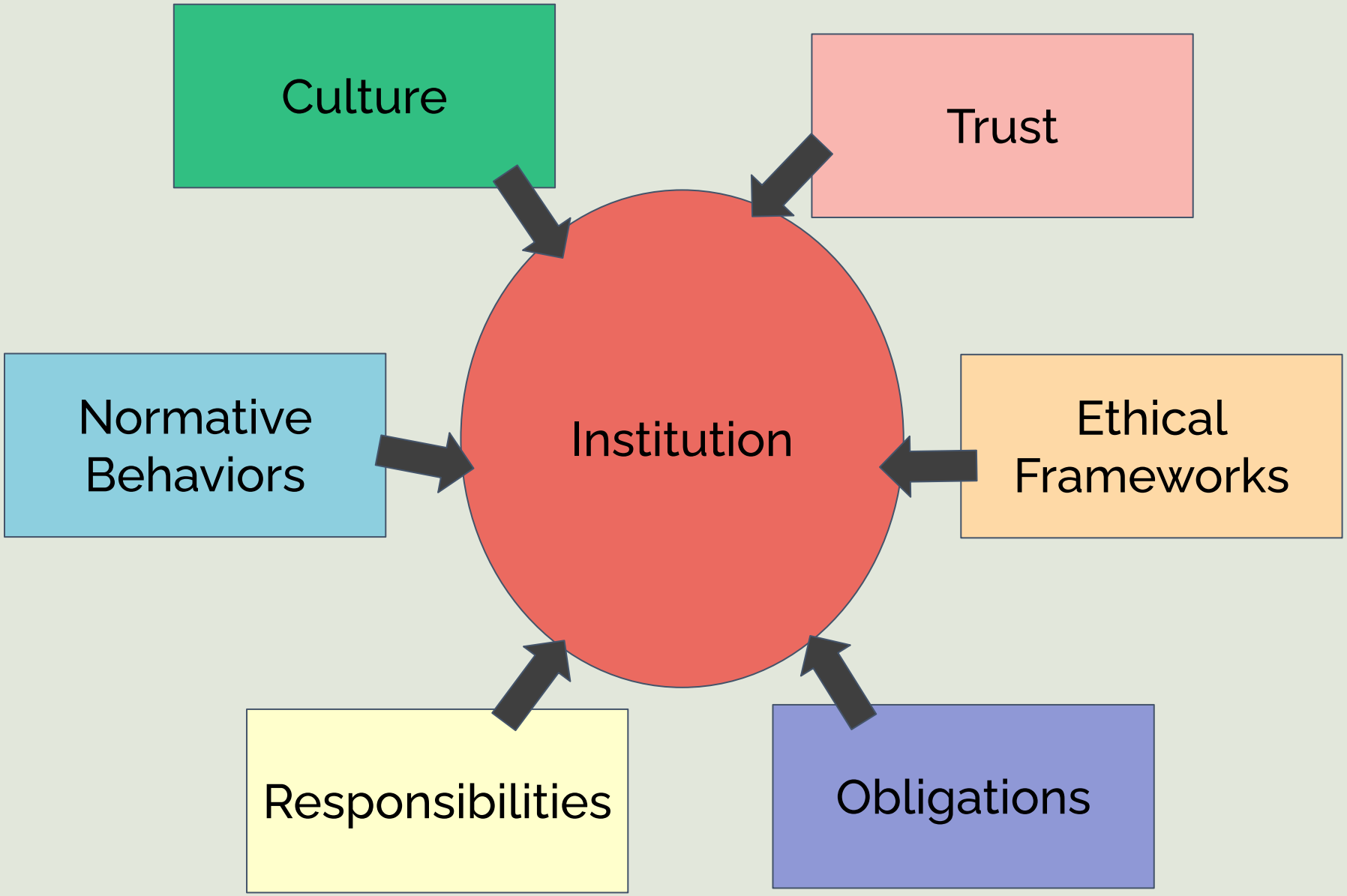
Levin on Institutions

https://www.armytimes.com/news/your-army/2019/02/07/report-recruiting-challenges-might-have-pushed-the-armys-end-strength-plans-back-a-few-years/; https://education.nationalgeographic.org/resource/congress/; https://en.wikipedia.org/wiki/Colorado_Springs_City_Hall; https://www.politico.com/interactives/2020/police-budget-spending-george-floyd-defund/; https://www.keranews.org/politics/2022-10-31/churches-are-breaking-the-law-by-endorsing-in-elections-experts-say-the-irs-looks-the-other-way; https://www.bvwglobal.com/featured/cost-savings-initiatives-for-corporations/

Institutions as Molds



Institutions as Platforms



Belonging Narratives: Immigration

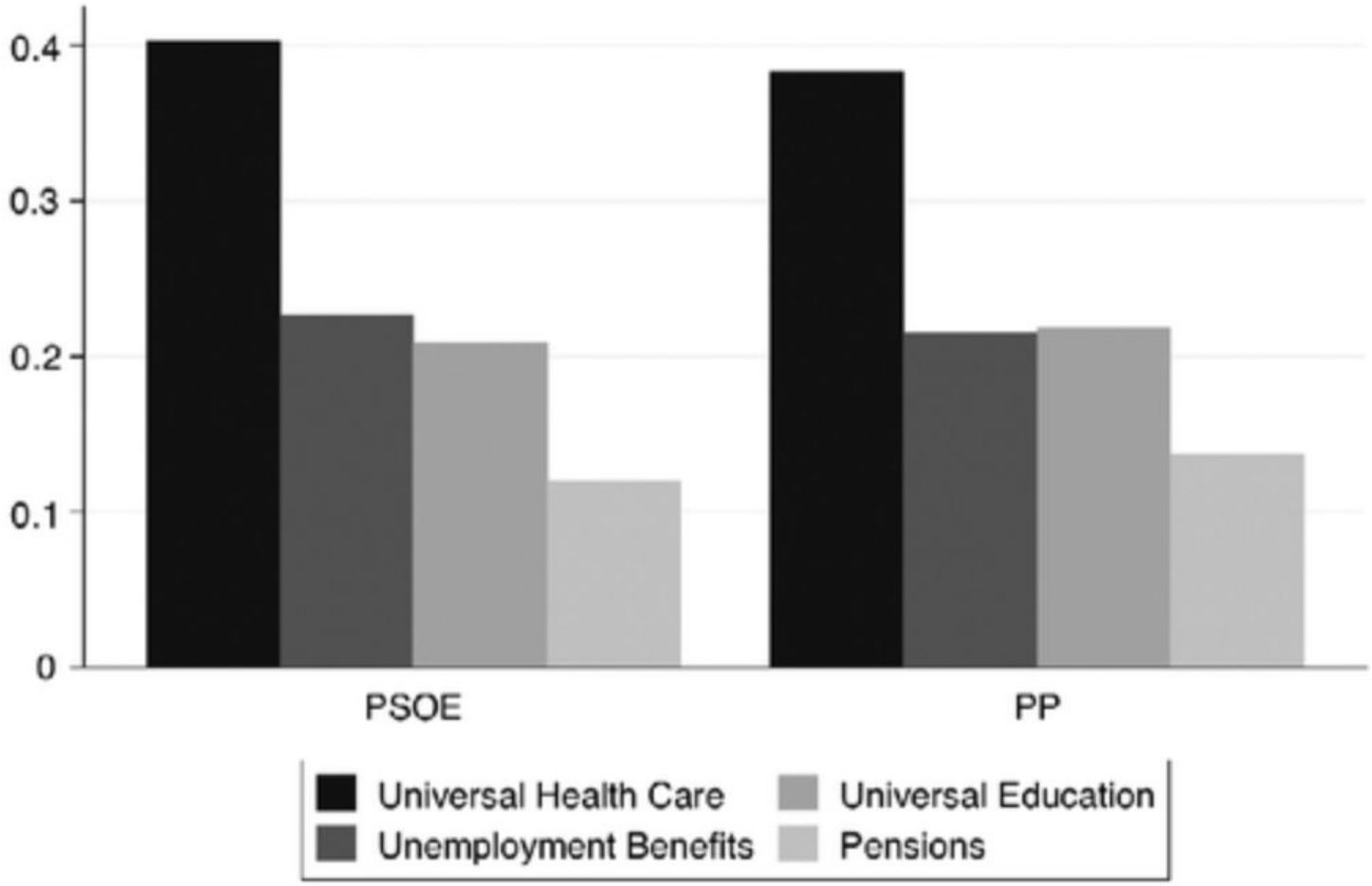
https://www.istockphoto.com/photo/male-farmer-talking-to-female-neighbor-gm1151932514-312332385

Belonging Narratives: Immigration

https://belonging.berkeley.edu/democracy-belonging-forum/papers/top-manta

T/U in Spain

Figure 4 Top Social Policy Priority for PSOE- and PP-Leaning Respondents.



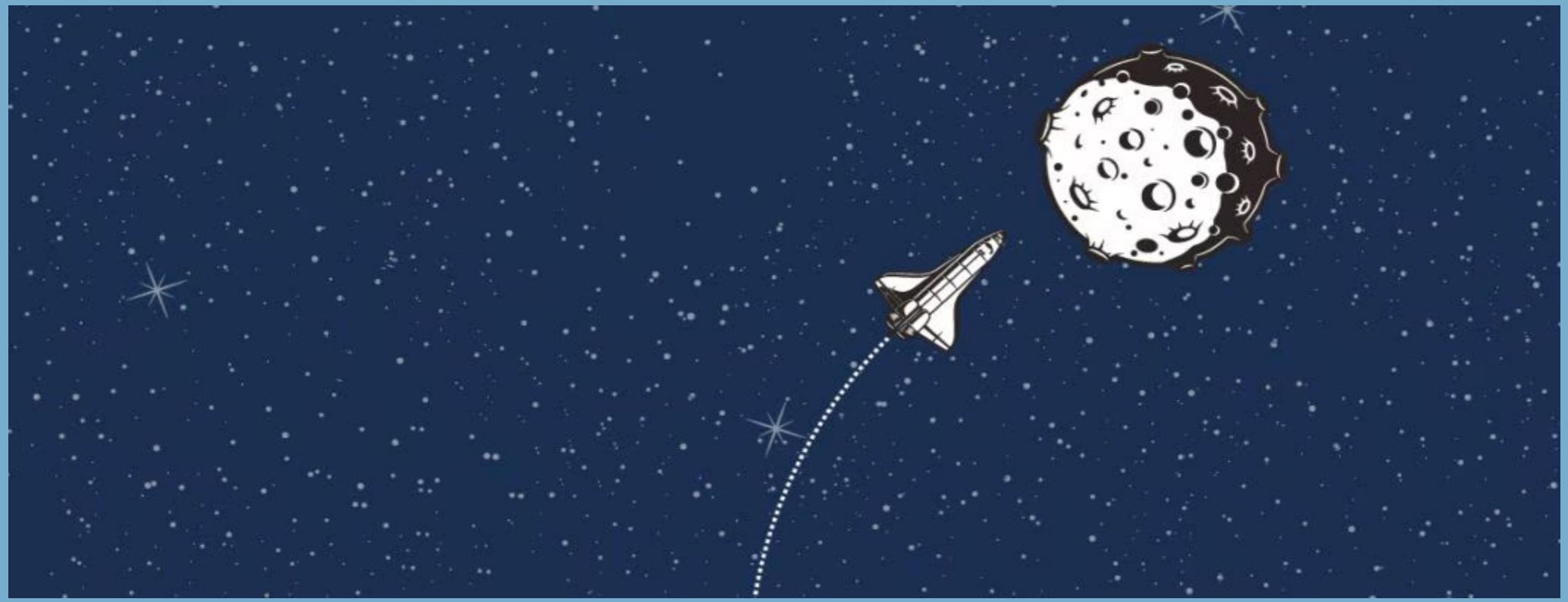
https://www-tandfonline-com.libproxy.berkeley.edu/doi/full/10.1080/13608746.2012.701895?role=tab&tab=permissions&scroll=top#d1e499

Targeted Universalism is...

a programmatic and communication strategy based on fairness, bridging, and abundance.

Moonshot:

Belonging as a global norm in 15 years



Can we imagine (build) new structures that honor our multiple identities?

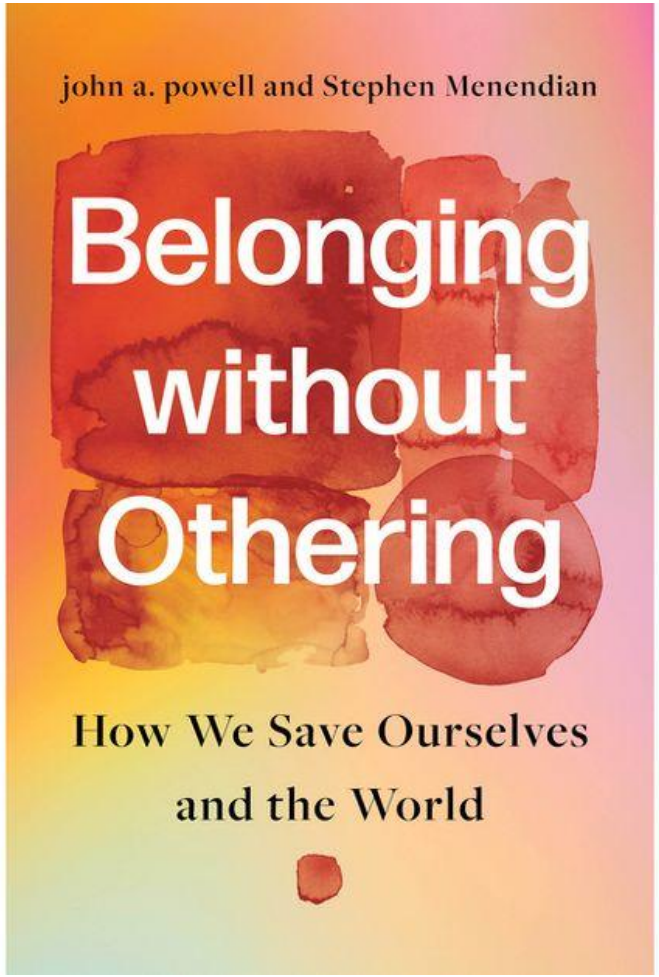
A world where we all belong and no one is othered. A new story.

Conclusion

Any Questions?

For additional information, check out OBI University at https://obiu.org/.

Order ***Belonging without Othering***



- Professor powell's book authored with Stephen Menendian is now available

- One of Amazon Editor's Best Books of 2024

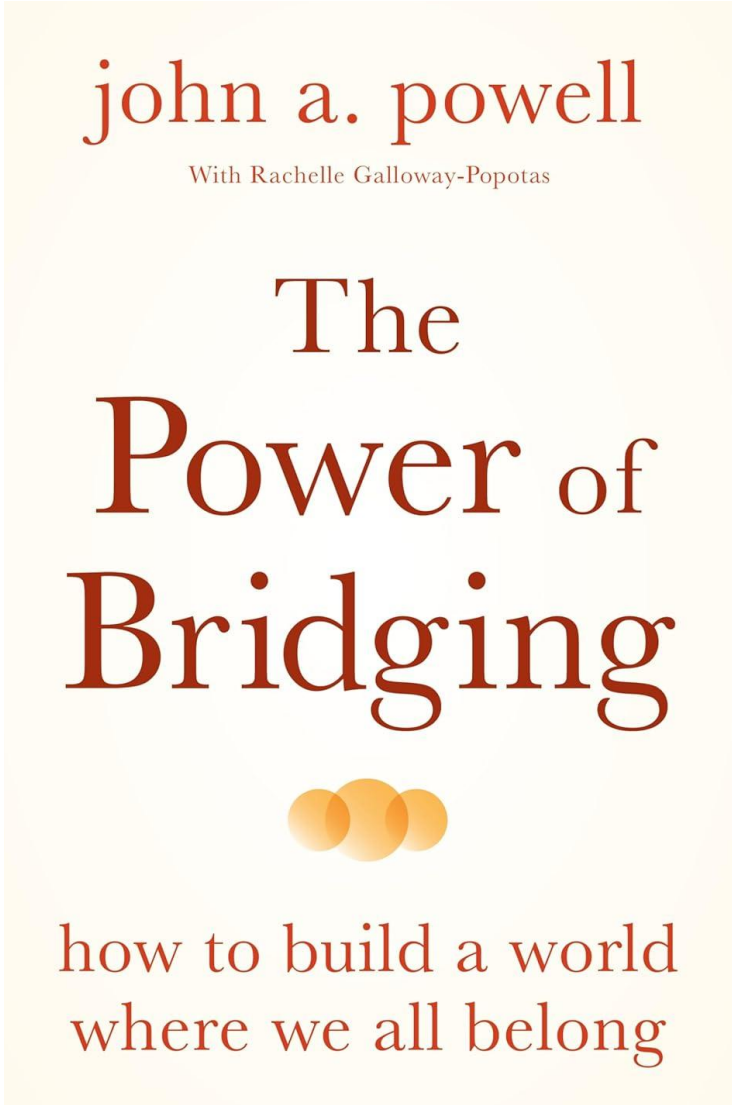
Upcoming Book Dec 2024

The Power of Bridging: How to Build a World Where We All Belong

by john a. powell

bit.ly/3V1Stnu

Scan here to pre-order the book now!

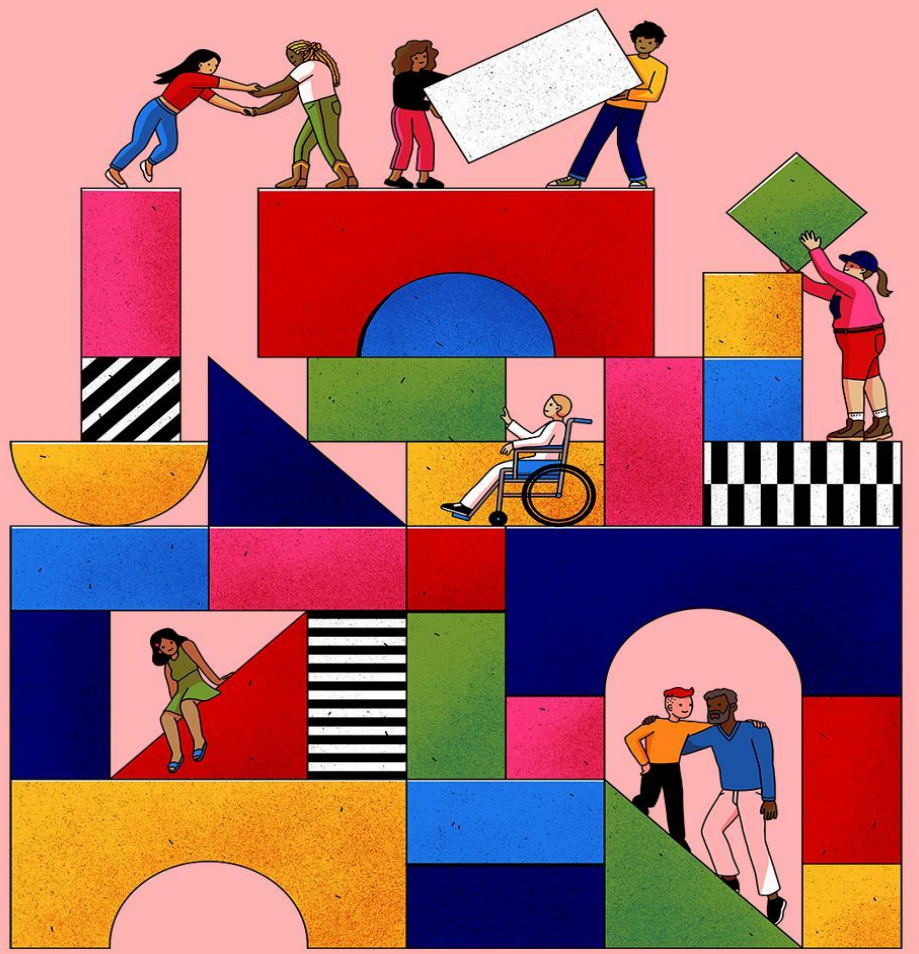


Other OBI Resources

https://linktr.ee/obi2024

For us, belonging is...

1. Inclusion + equity
2. Visibility and recognition
3. Agency + power
4. Connection

Belonging exists when all social groups are included in critical institutions and in their communities; are accorded visibility within those institutions or communities; have agency, including the ability to participate in shaping those institutions and communities; and when groups report a sense of connection or feeling of belonging. **Belonging is both a feeling and a practice, subjective and objective.**

Thank you!