



Belonging without Othering

DATE

October 4, 2024

PRESENTER

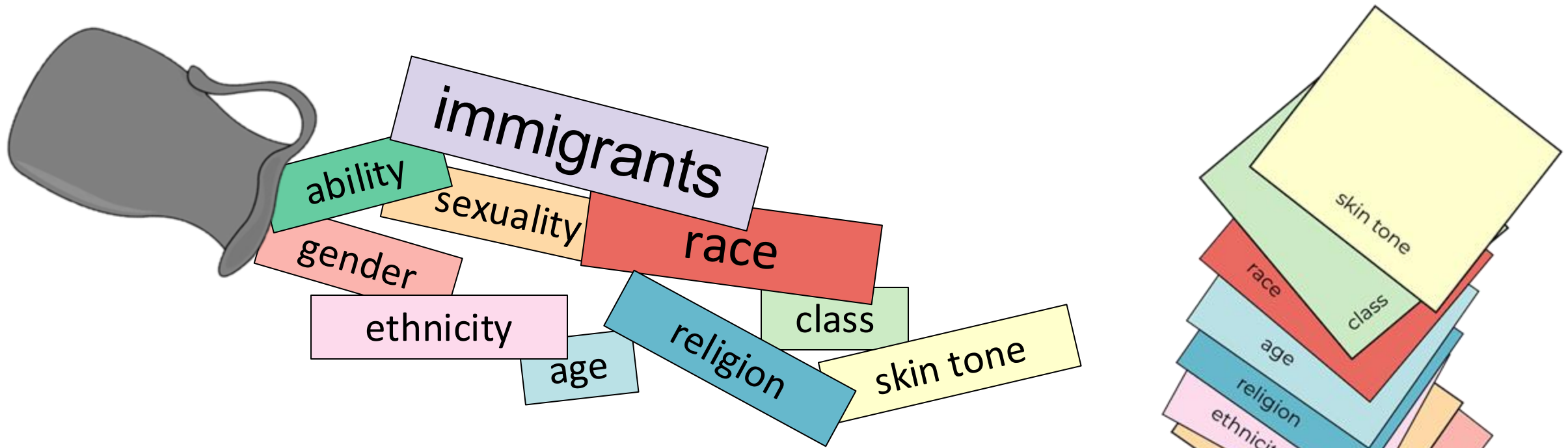
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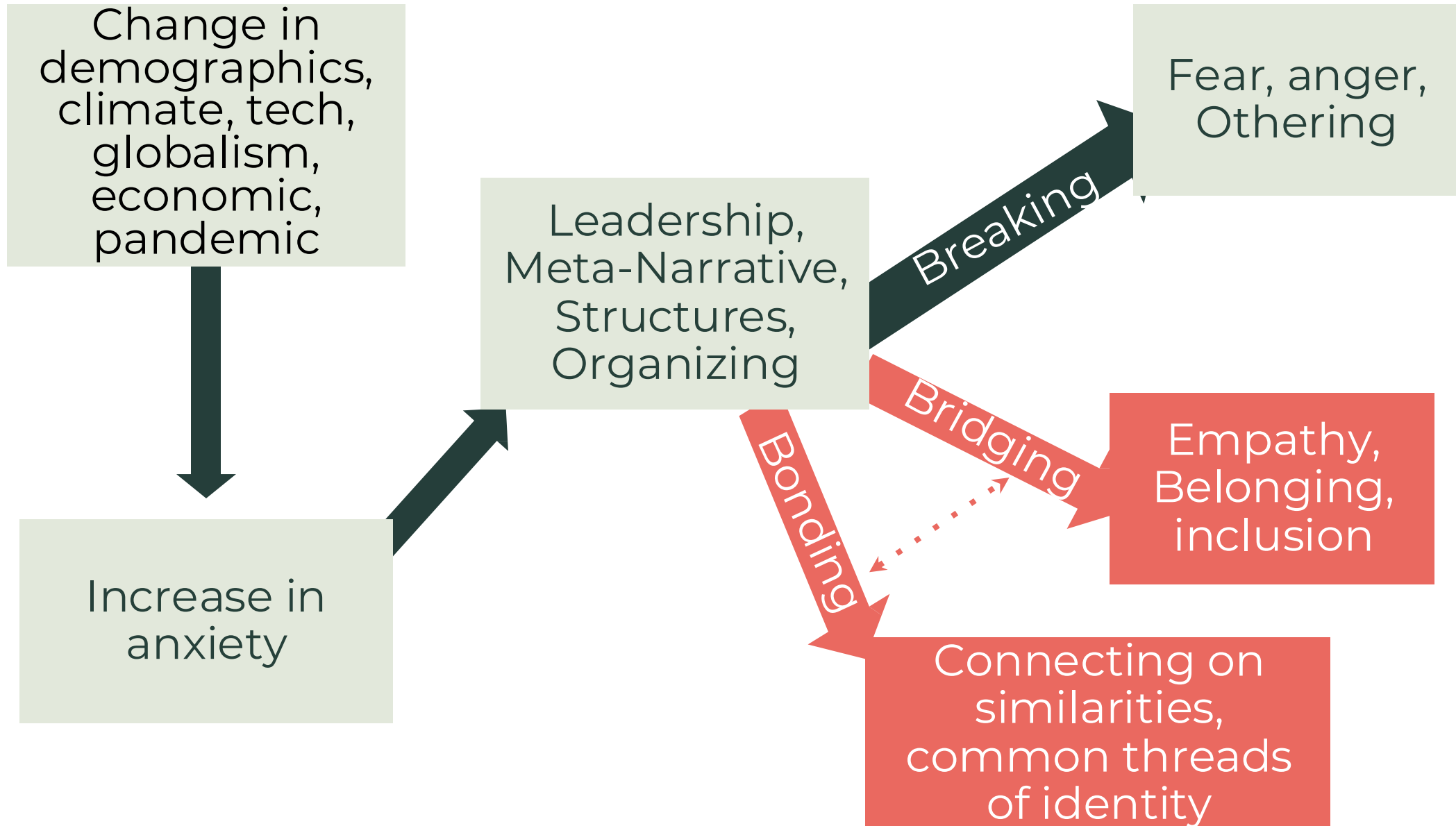
The problem of
“Othering” is the
problem of the
21st century.



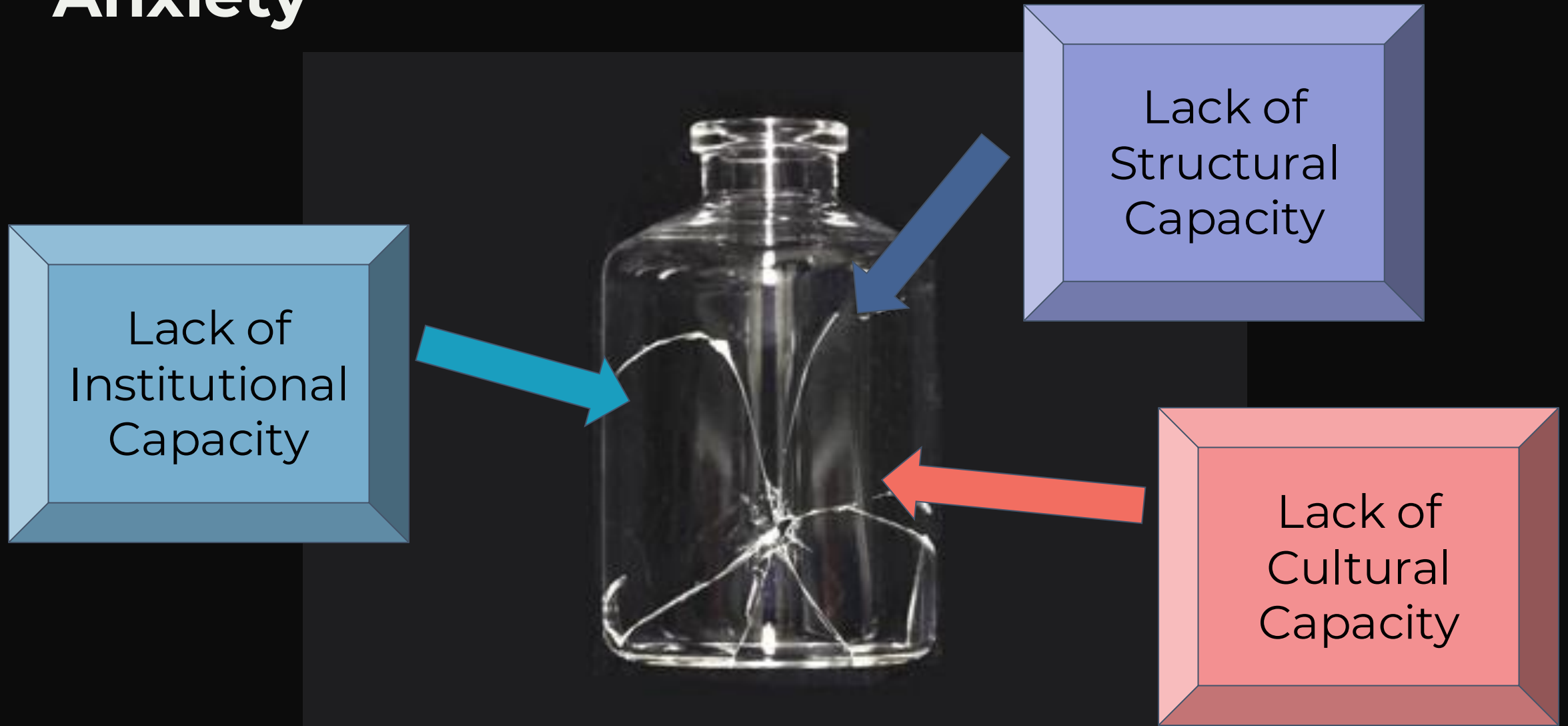


Othering is a generalized set of common processes that engender marginality and group-based inequality across any of the full range of human differences.

Rapid Change Produces Collective Anxiety



Structural Forces Contribute to Our Anxiety

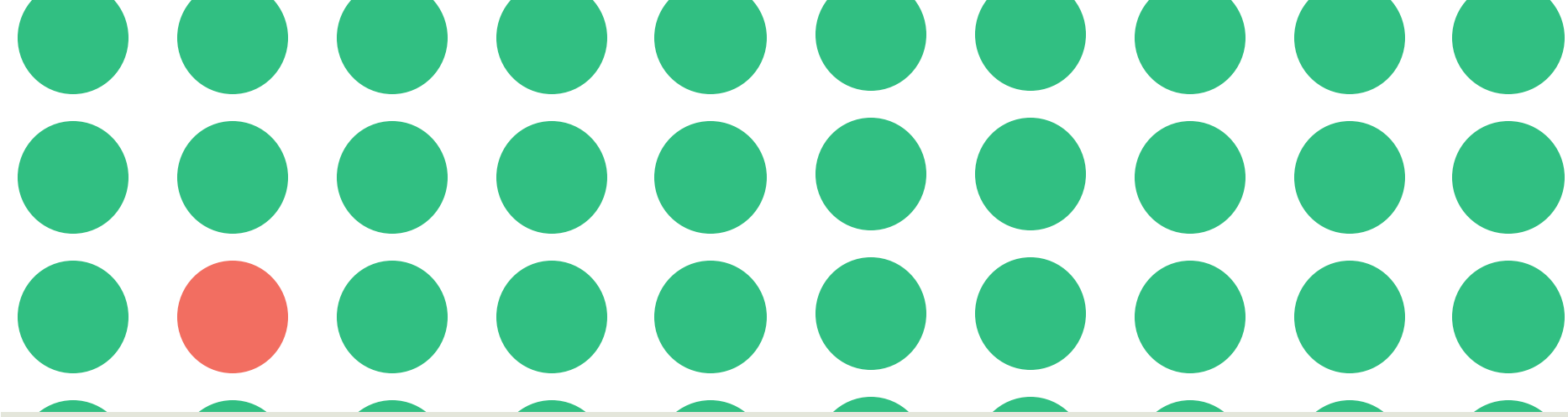


What does one need to belong?

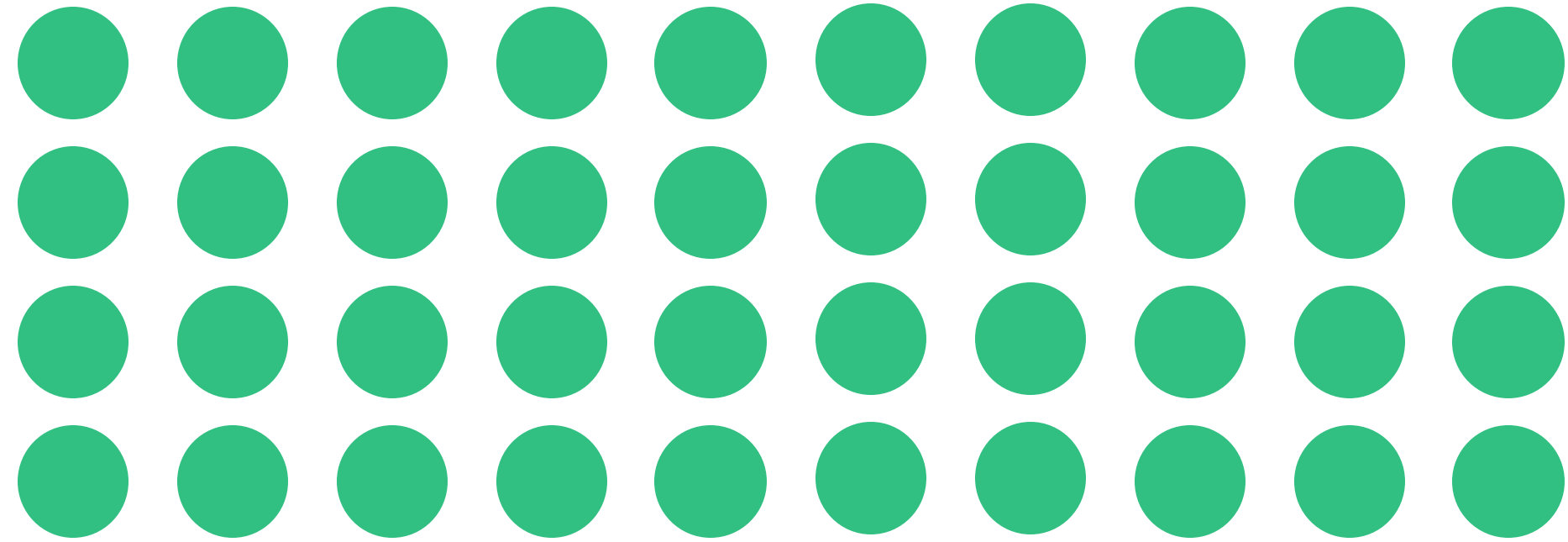
One needs resources and an effective voice in all key decisions. One needs a code. Can tech help us get there?



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

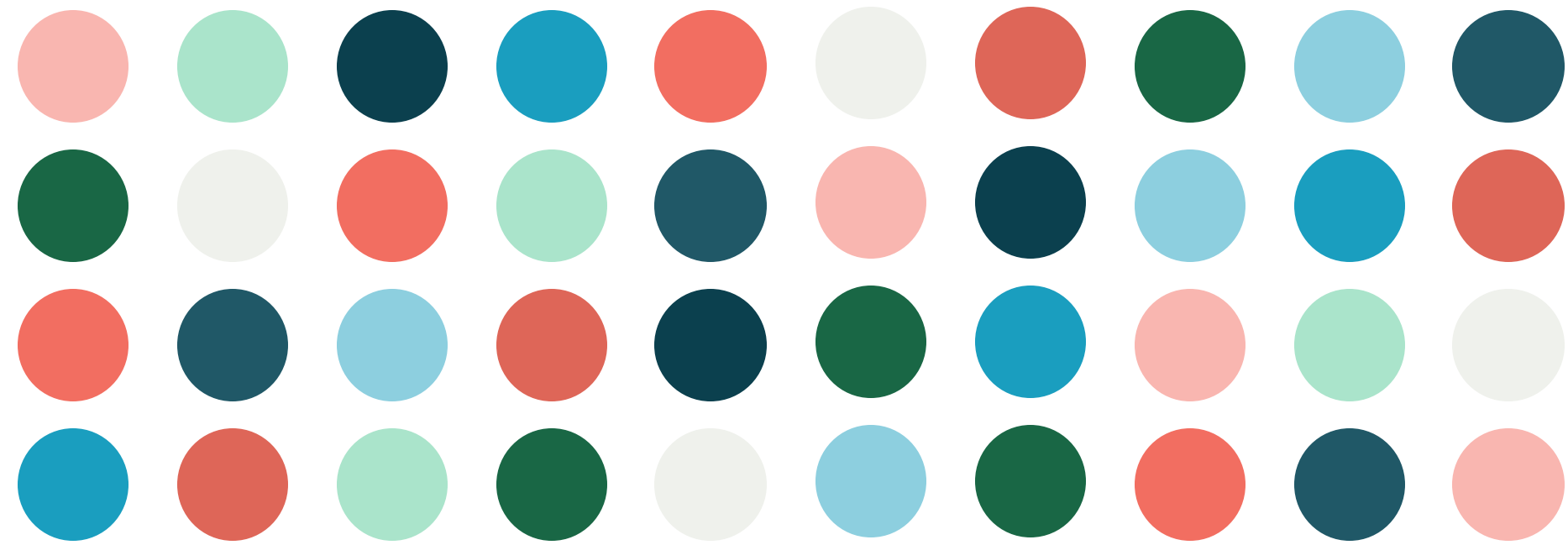


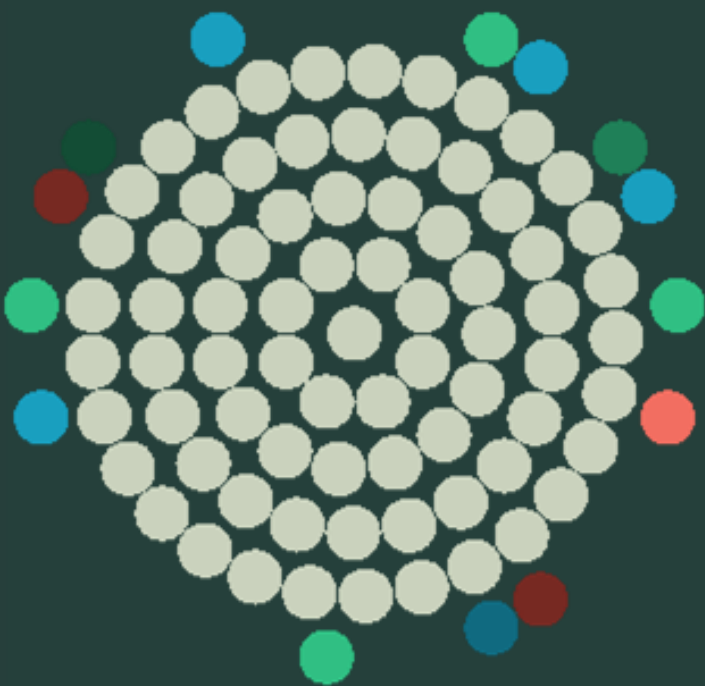
The opposite of Othering is not “saming.”



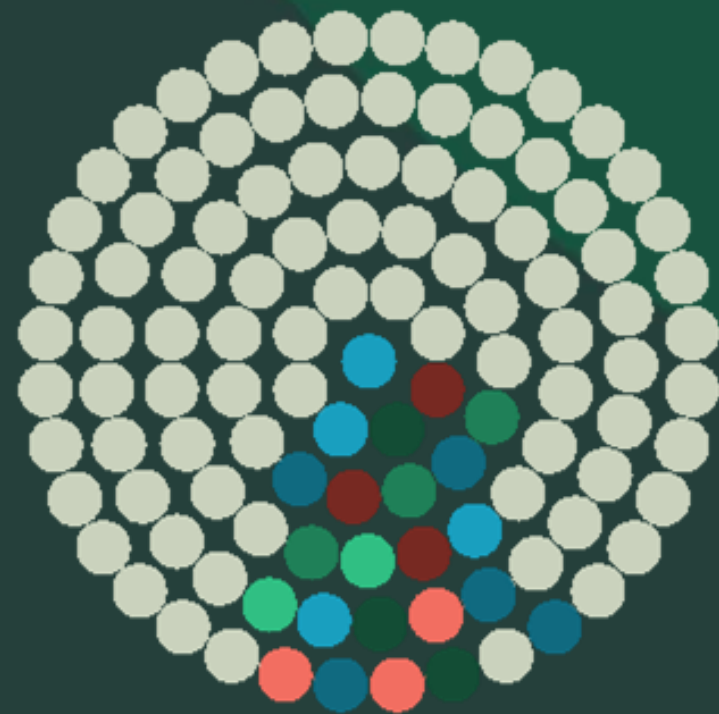


It is **belonging.**

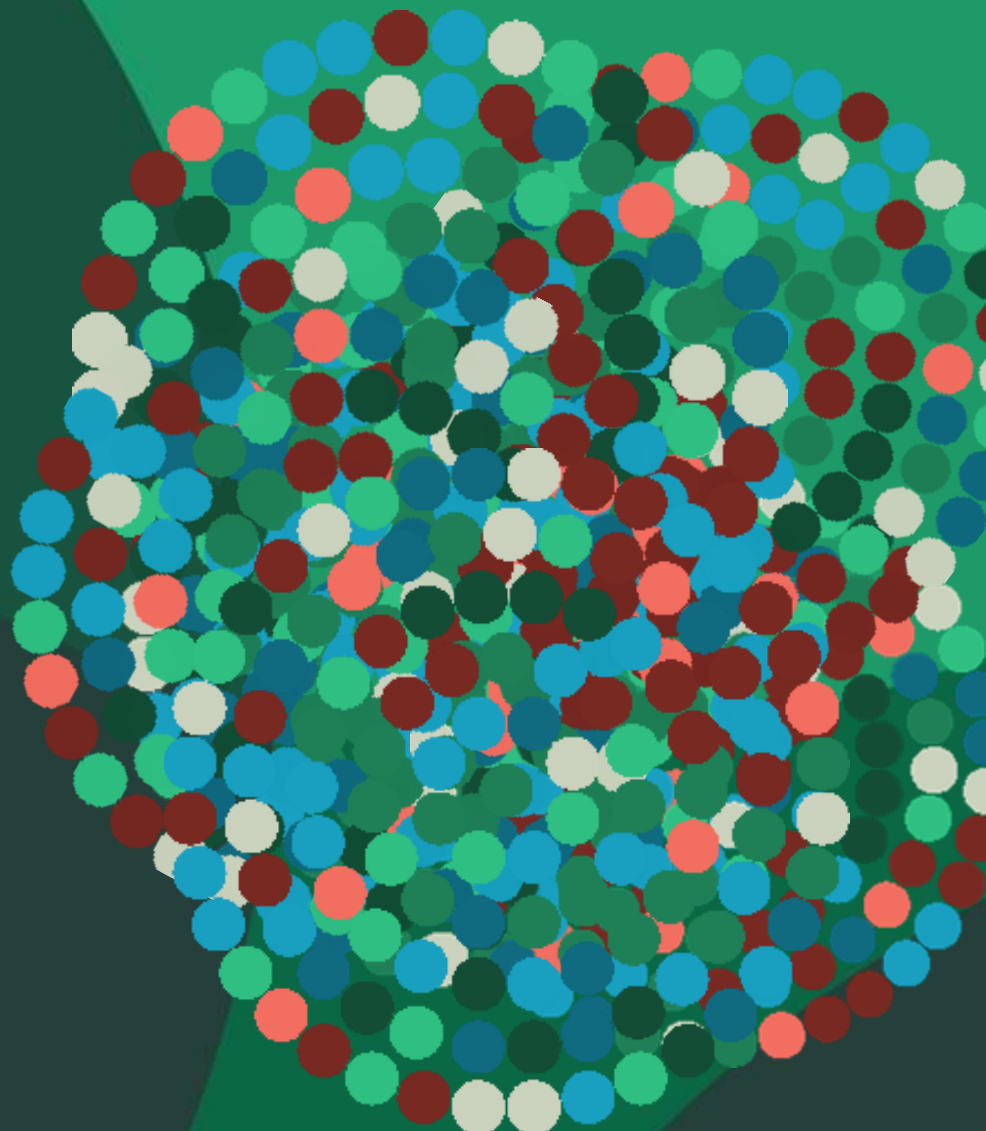




Exclusion



Inclusion



Belonging

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



Reflection

- Think of a time when you didn't belong, when you were othered. What was going on and how did that experience impact you?



Bridging is a precondition for belonging. Without bridging, it is not possible to build a society in which everyone belongs.

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



Power Matters

- Bridging may look different where there is a power differential. Power is positional, structural, and hierarchal.
- People can gain power through *linking* social networks and creating social capital.
- Individuals can build relationships with institutions and individuals who have relative power to access resources.
- Power also shifts.

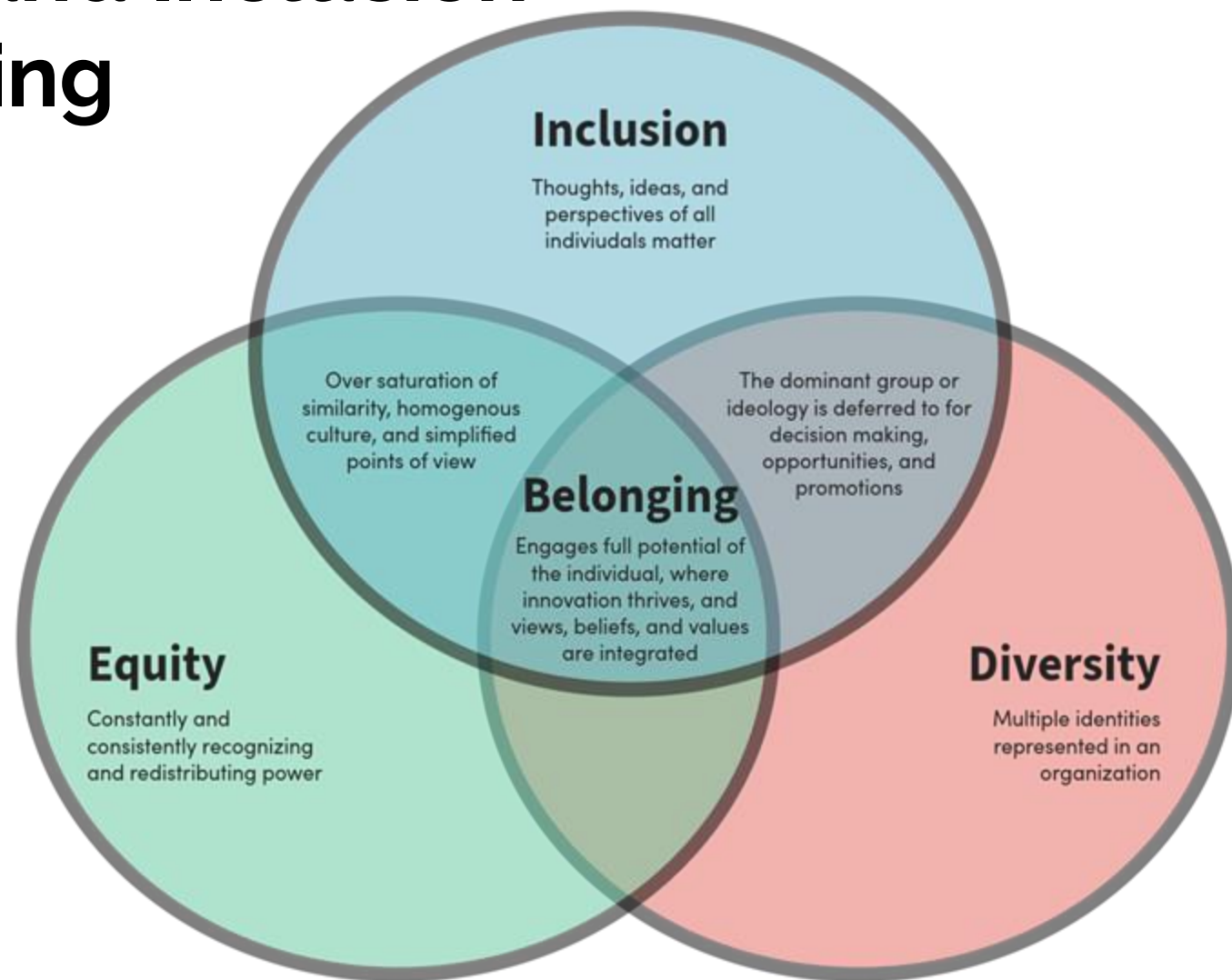


https://pngtree.com/freepng/connection-clipart-flat-illustration-of-people-networking-together-vector-illustration-ilustratura-cartoon_11069395.html

From Diversity, Equity, and Inclusion to Bridging and Belonging

Why move from DEI to Bridging and Belonging?

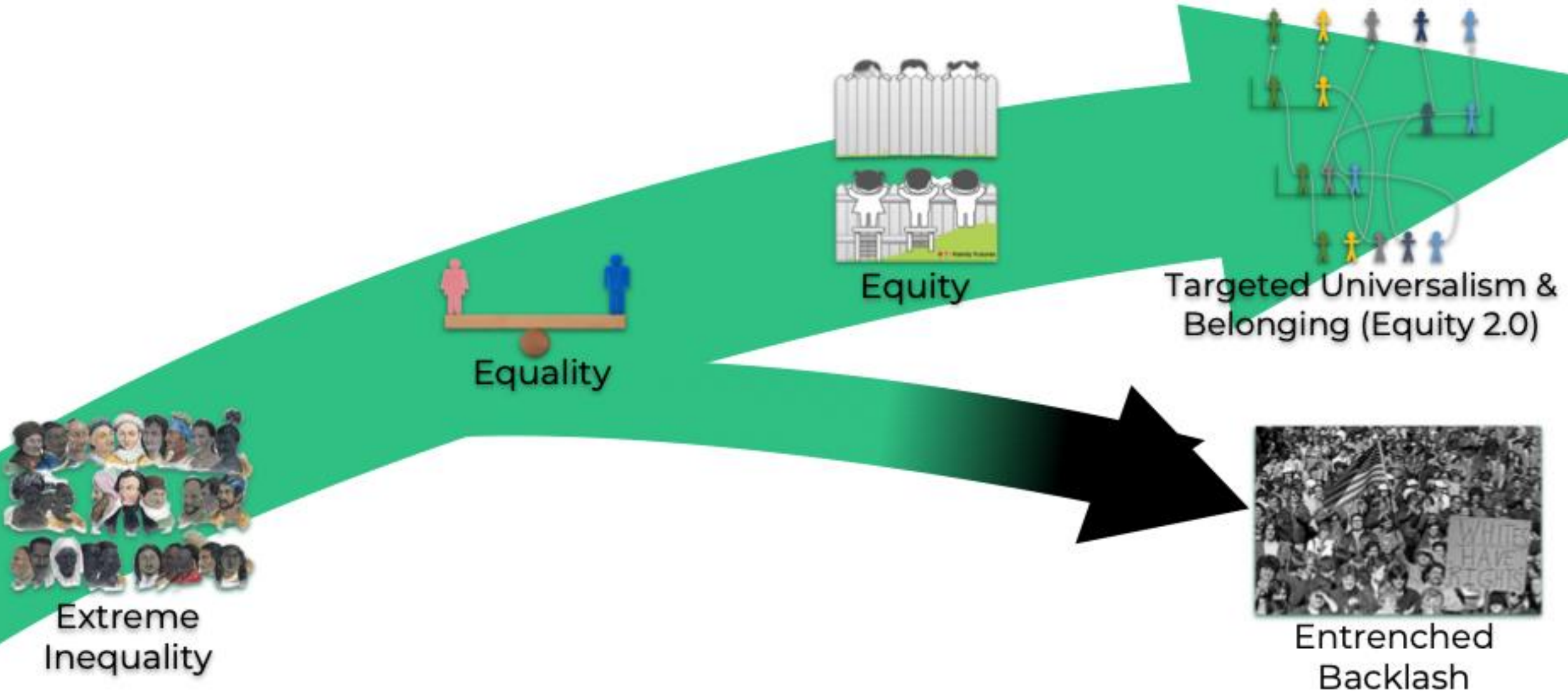
- We don't want to just welcome people into existing structures
- We want people to **co-create structures and institutions**
- We want to build systems that are welcoming and that everyone has a stake in, and the **work of bridging happens through co-creation**



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)

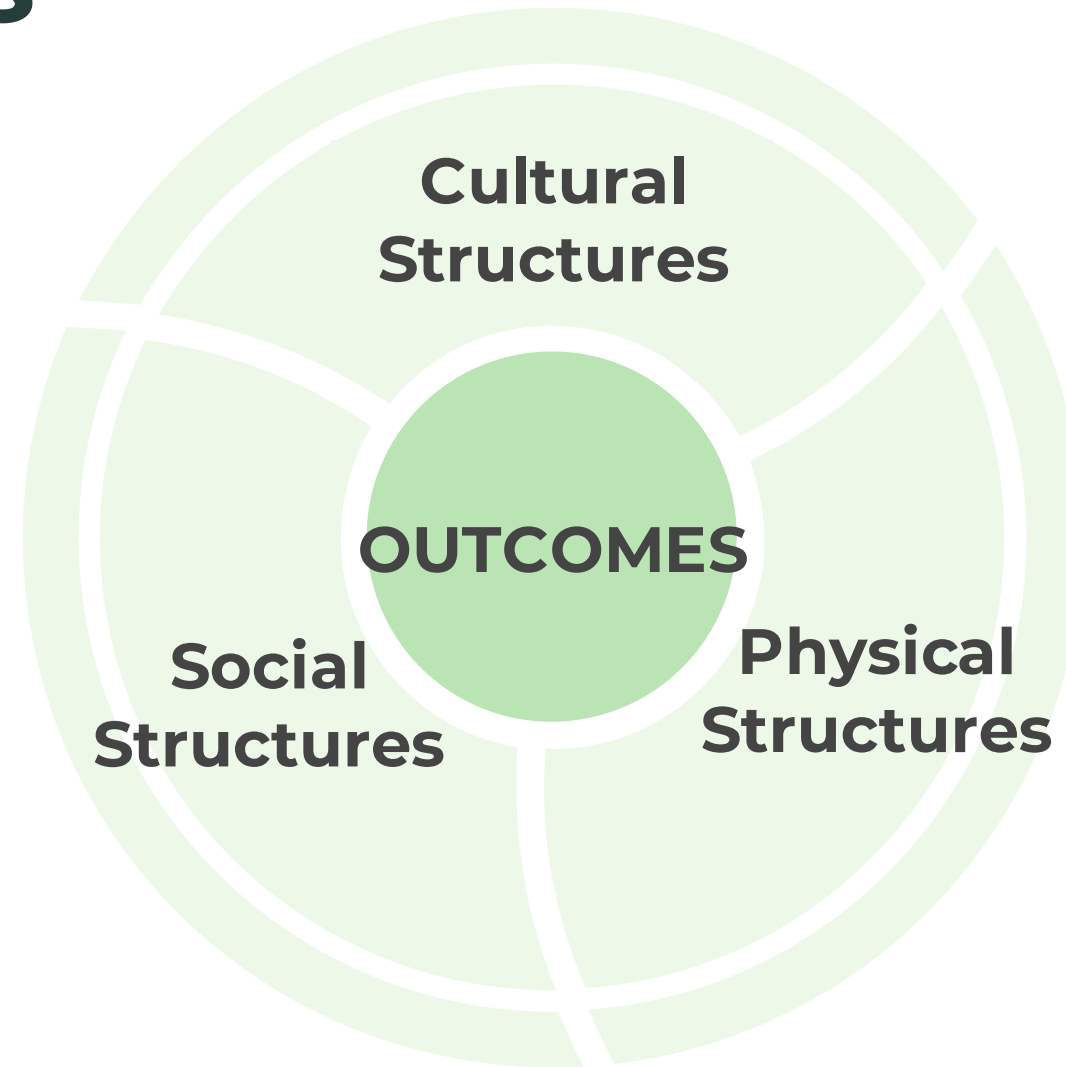
-Dr. Martin Luther King Jr., "Remaining Awake Through a Great Revolution." Speech given at the National Cathedral, March 31, 1968.



Othering & Belonging within Structures

We are all situated within structures, but not evenly.

These structures are not neutral and interact in ways that produce differential outcomes.



Structures unevenly distribute benefits and burdens to various groups.

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>I am different</i> <i>I am</i> <i>uncomfortable</i>	Deep Belonging <i>I belong</i> <i>I can be myself</i>
Sameness is Valued	Exclusion <i>I am different</i> <i>I am</i> <i>uncomfortable</i>	Assimilation <i>I can fit in</i> <i>I have to be</i> <i>guarded</i>

Structures do work: power and position matter

People are situated differently with regard to structures and infrastructure.

People are impacted by the relationships between institutions



and systems
...but 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-ISIH1.jpg>

Structures are not neutral.

Think about the design of airplanes.

How might they be biased?

- While most flight attendants and many passengers are female, the luggage bins are designed for tall people with plenty of upper body strength.
- Airline seating is designed for smaller sized passenger bodies and bodies of average height.



The goal is not just to remove barriers



The goal is to co-create new structures for thriving



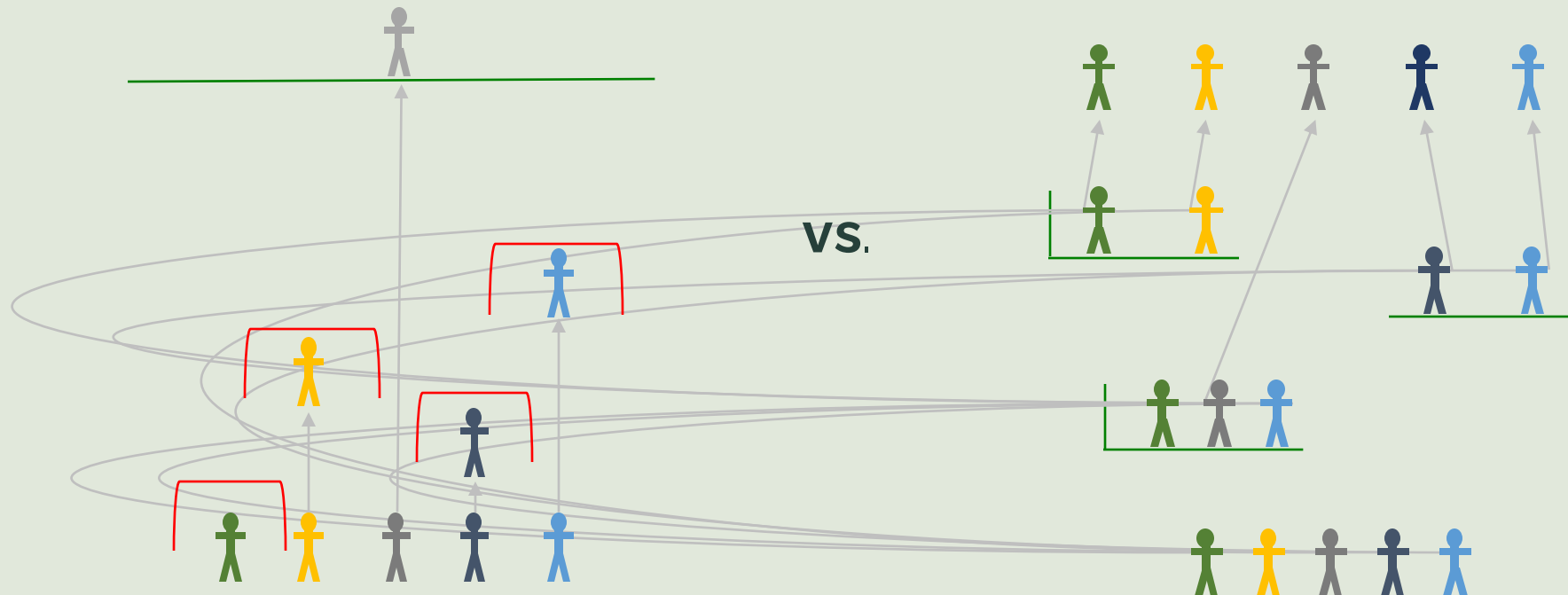
Targeted Universalism

A framework for achieving Equity 2.0

The TU Framework

Structural inequity produces consistently different outcomes for different communities

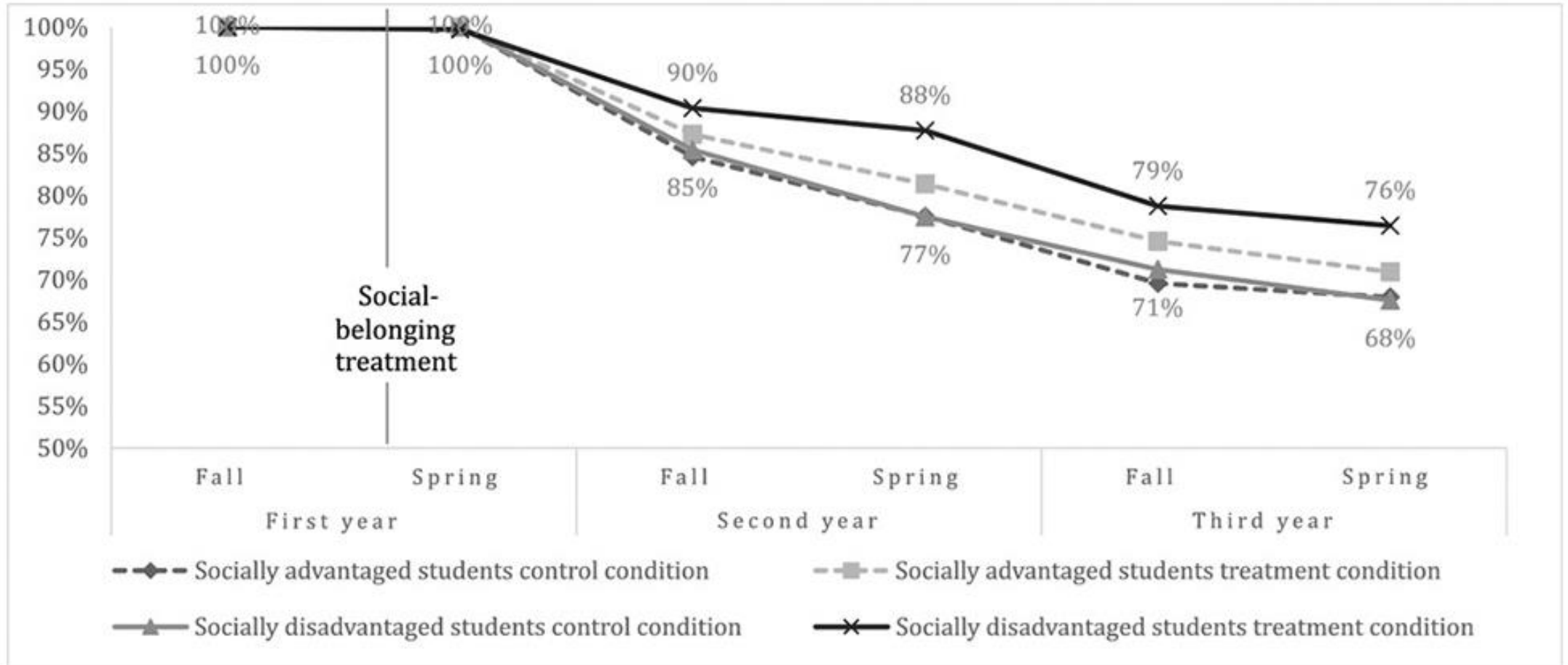
Targeted universalism responds with universal goals and targeted solutions



Targeted Universalism Steps

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

Case Study: Belonging at a University



Credit: <https://tll.mit.edu/sense-of-belonging-matters/>

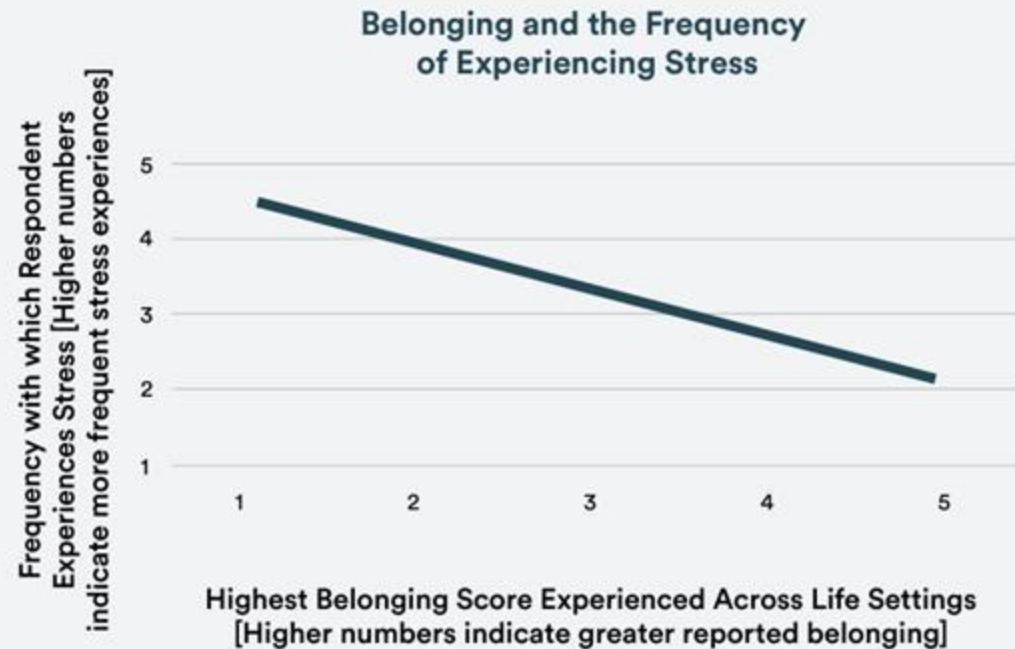
Belonging Barometer and Stress

Figure 2:

The relationship between belonging and the frequency with which respondents report experiencing stress.

Stress frequency scores were calculated by averaging responses to the following four questions:

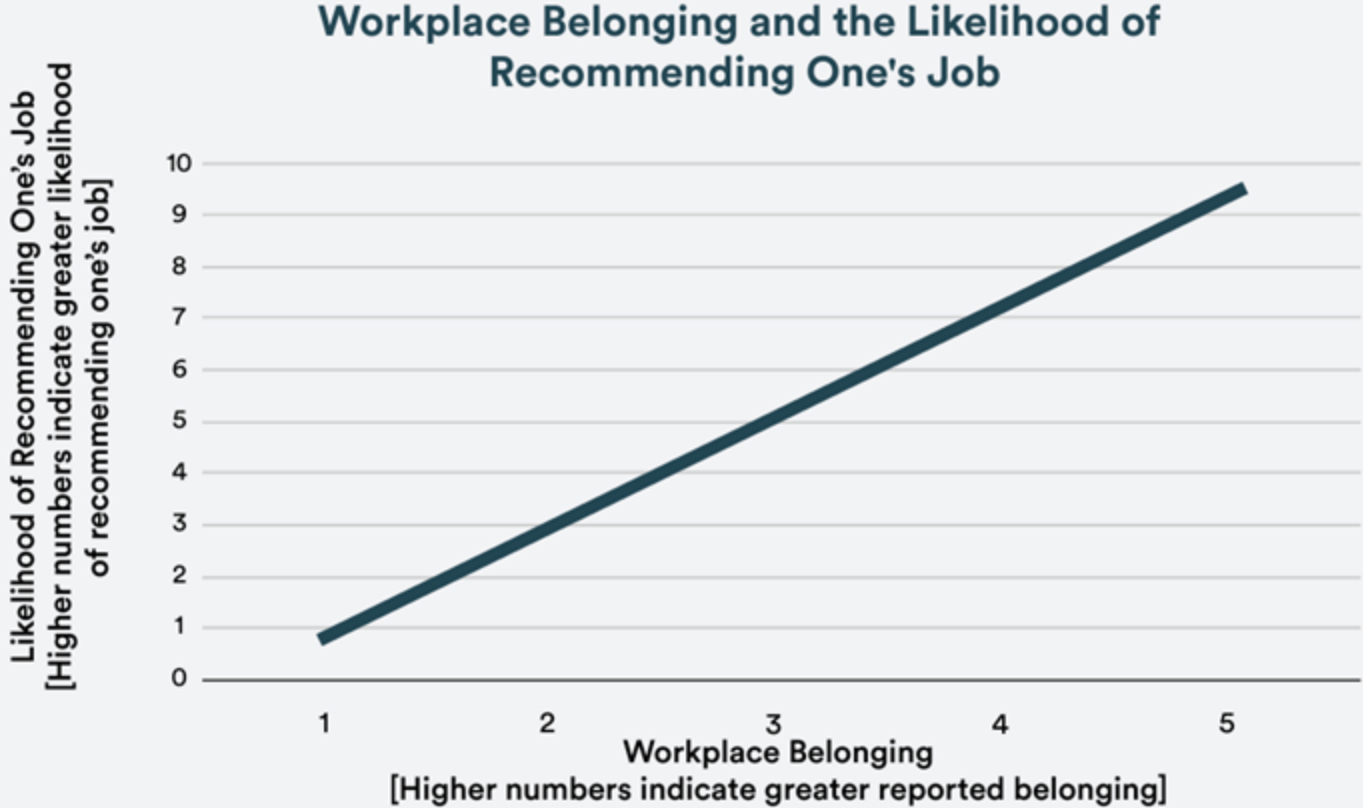
- In the last month, how often have you felt that you were unable to control the important things in your life?
- In the last month, how often have you felt confident about your ability to handle your personal problems?
- In the last month, how often have you felt that things were going your way?
- In the last month, how often have you felt difficulties were piling up so high that you could not overcome them?
- Please note, the second and third questions were reverse-scored so that higher scores indicate more frequent experiences of stress.



Belonging Barometer and Work

Figure 6:

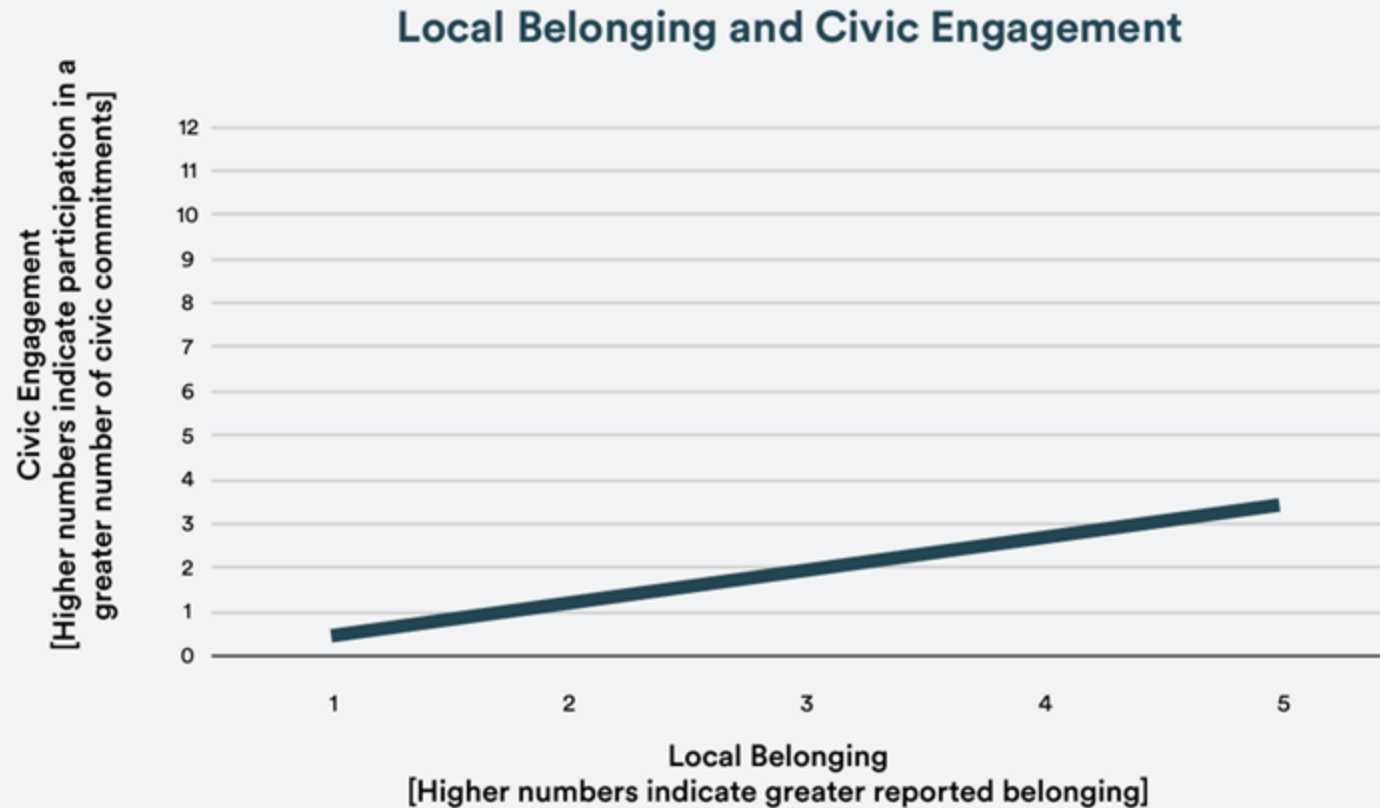
The relationship between workplace belonging and the likelihood with which respondents would recommend their job to a friend or family member.



Belonging Barometer & Civic Engagement

Figure 9:

The relationship between local belonging and the number of civic commitments that the respondent has engaged in during the past 12 months.



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

Who decides? Who benefits? Who pays?
Who is telling the story?

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

Levin on Institutions



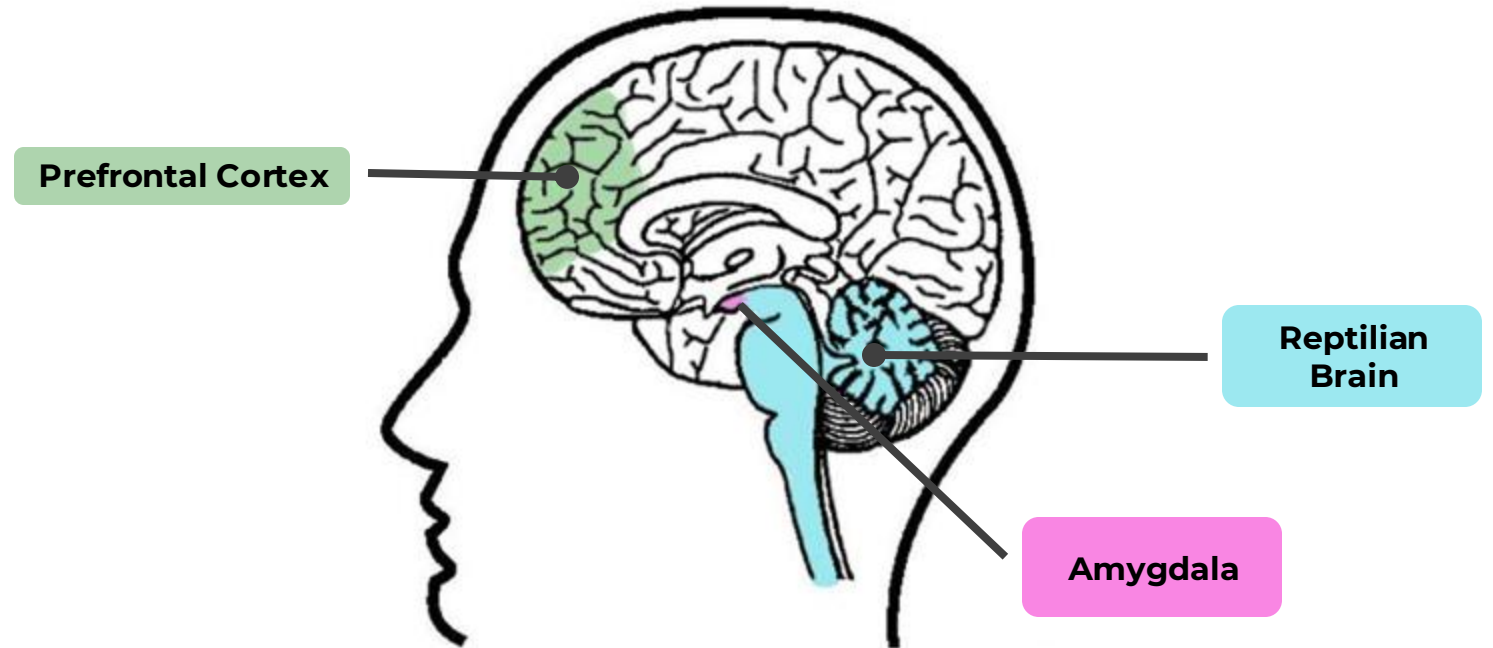
Stories and Narratives

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?

Can we bridge with the lizard?



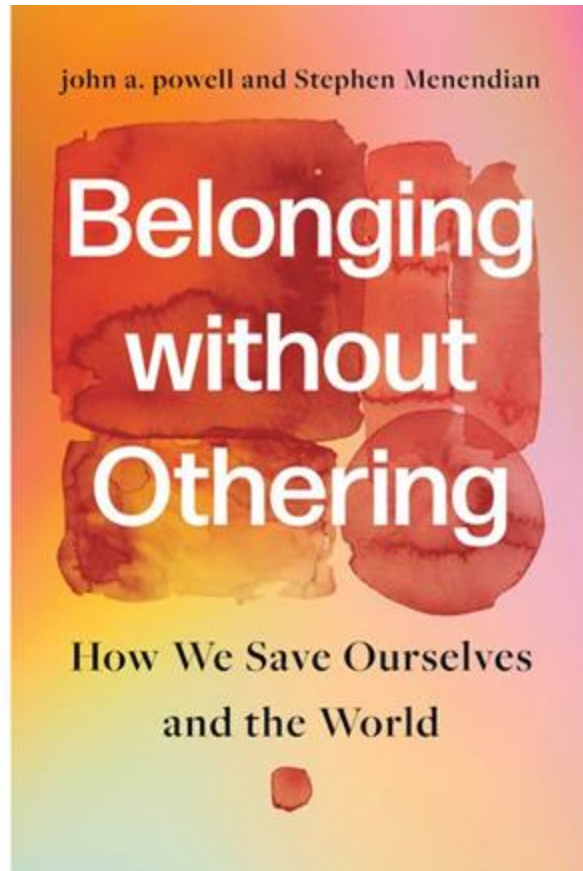
Conclusion

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

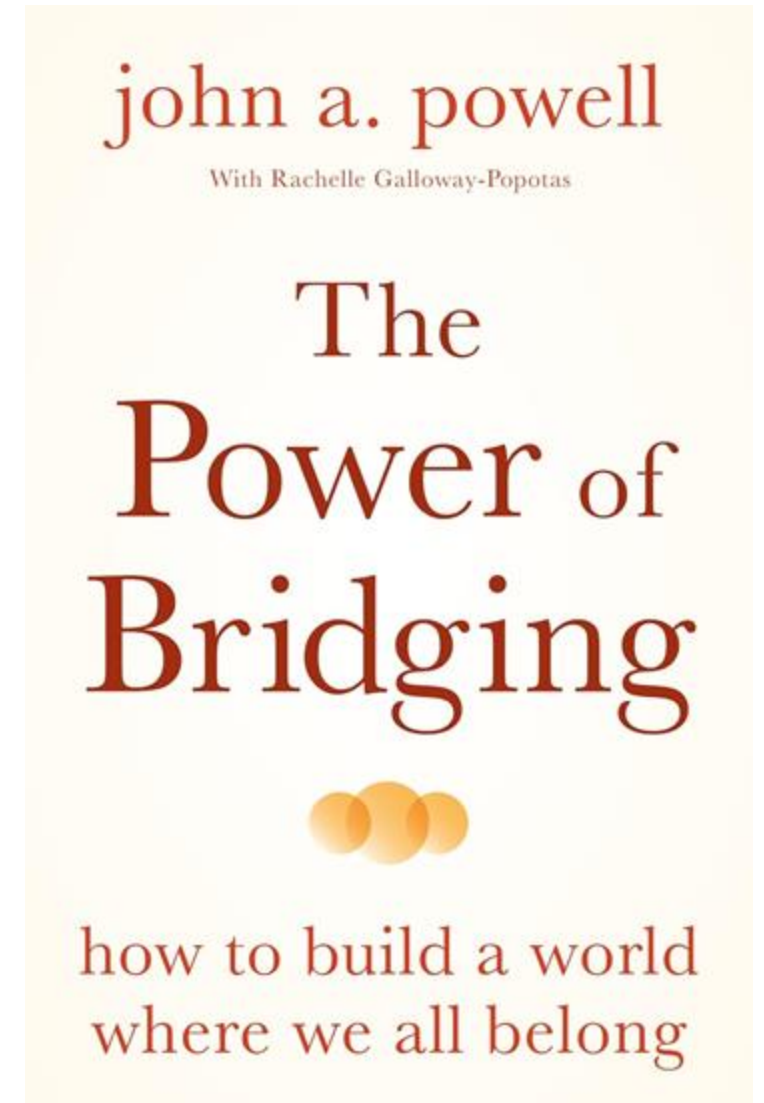
Upcoming Book Dec 2024

The Power of Bridging: How to Build a World Where We All Belong by john a. powell



Scan here to pre-order the book now!

bit.ly/3V1Stnu



Other OBI Resources



<https://linktr.ee/obi2024>



Thank you!

