Othering & Belonging Institute at UC Berkeley

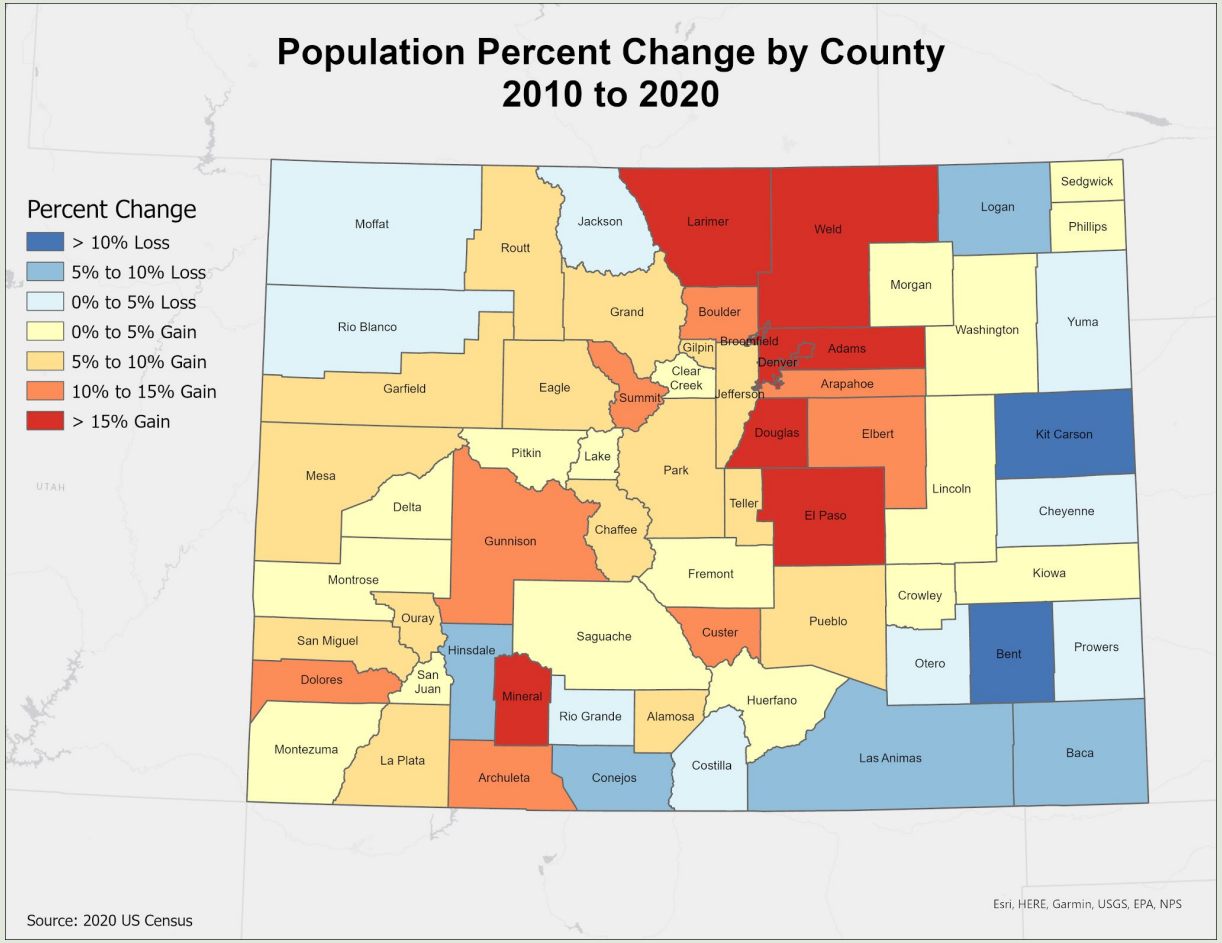
Belonging: Bridging Beyond Othering

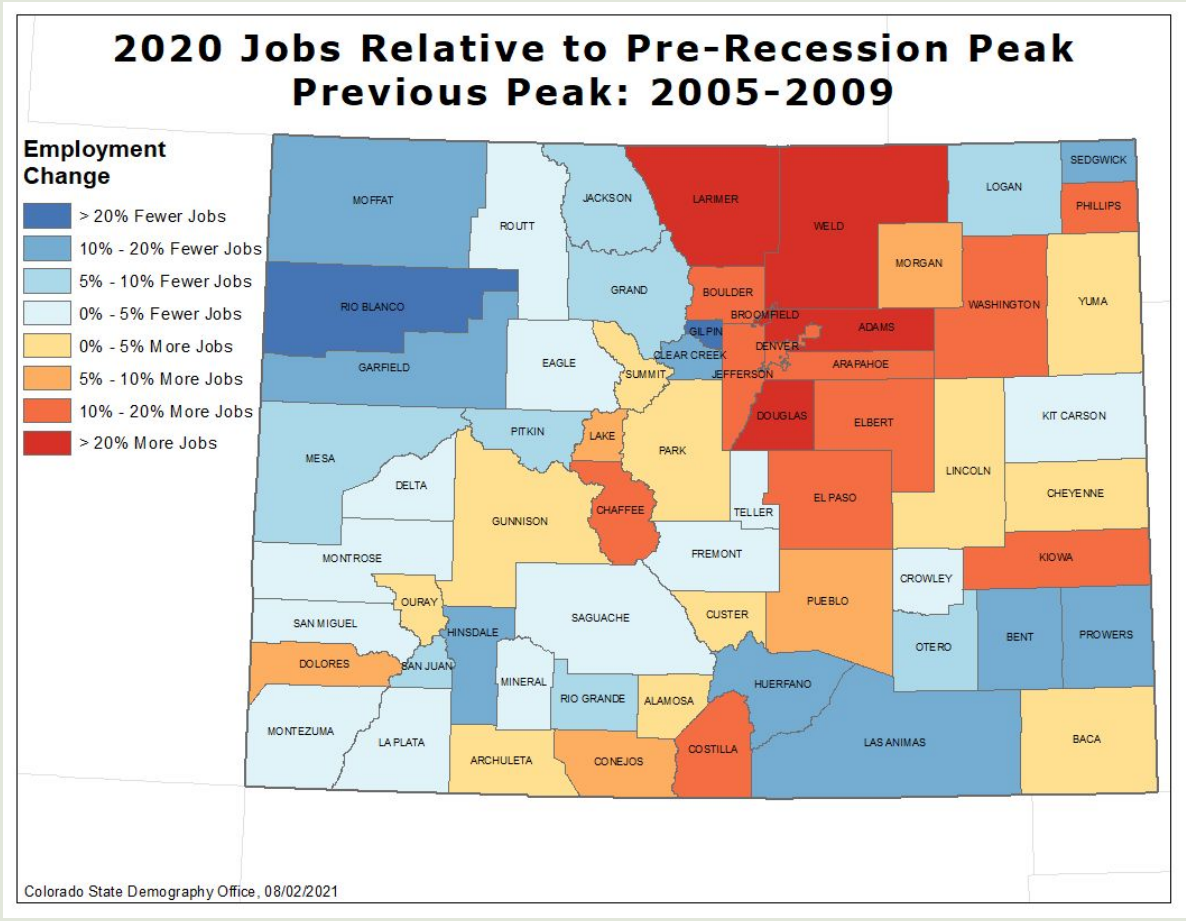
DATE
June 11, 2024

PRESENTER
john a. powell, Director
Othering & Belonging Institute

AUTHORIAL SUPPORT
Ashley Gallegos
Shadrick Small

Colorado in a multifaceted transition

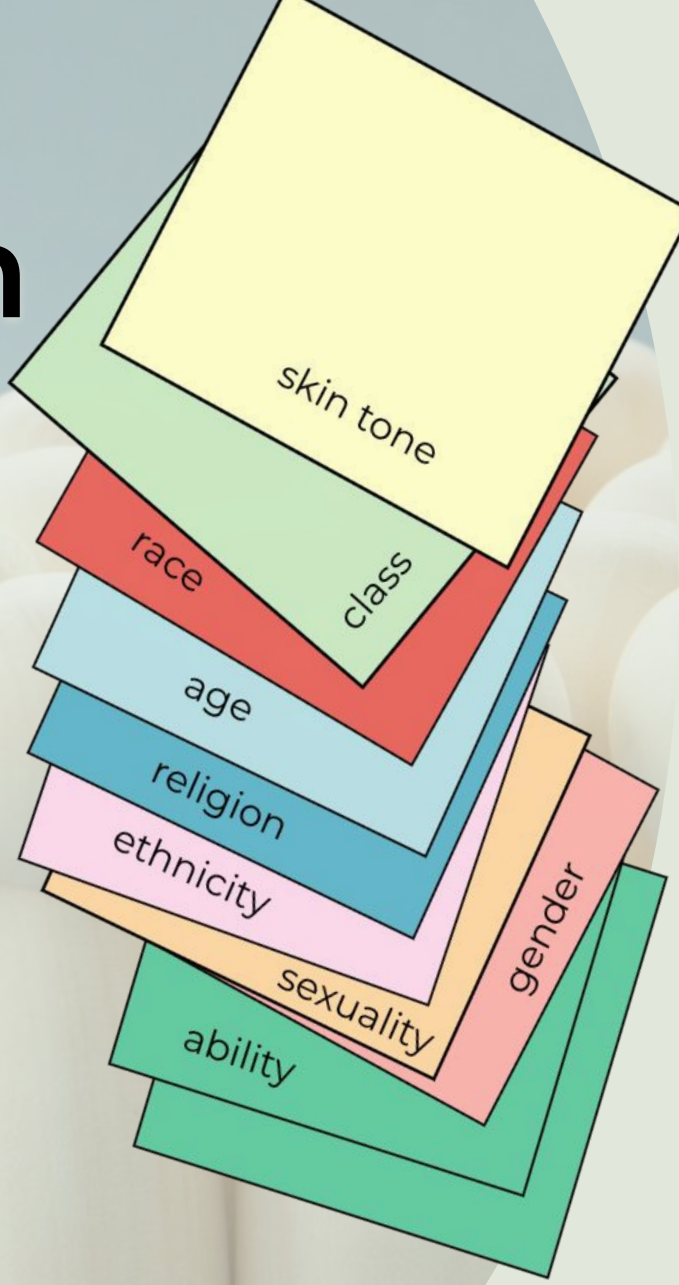




Sources: [CO State Demography Office](#) (SDO); [SDO State Demography Summit Page](#)

Othering & Belonging Institute at UC Berkeley

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.

Othering & Belonging Institute at UC Berkeley

Global Trends

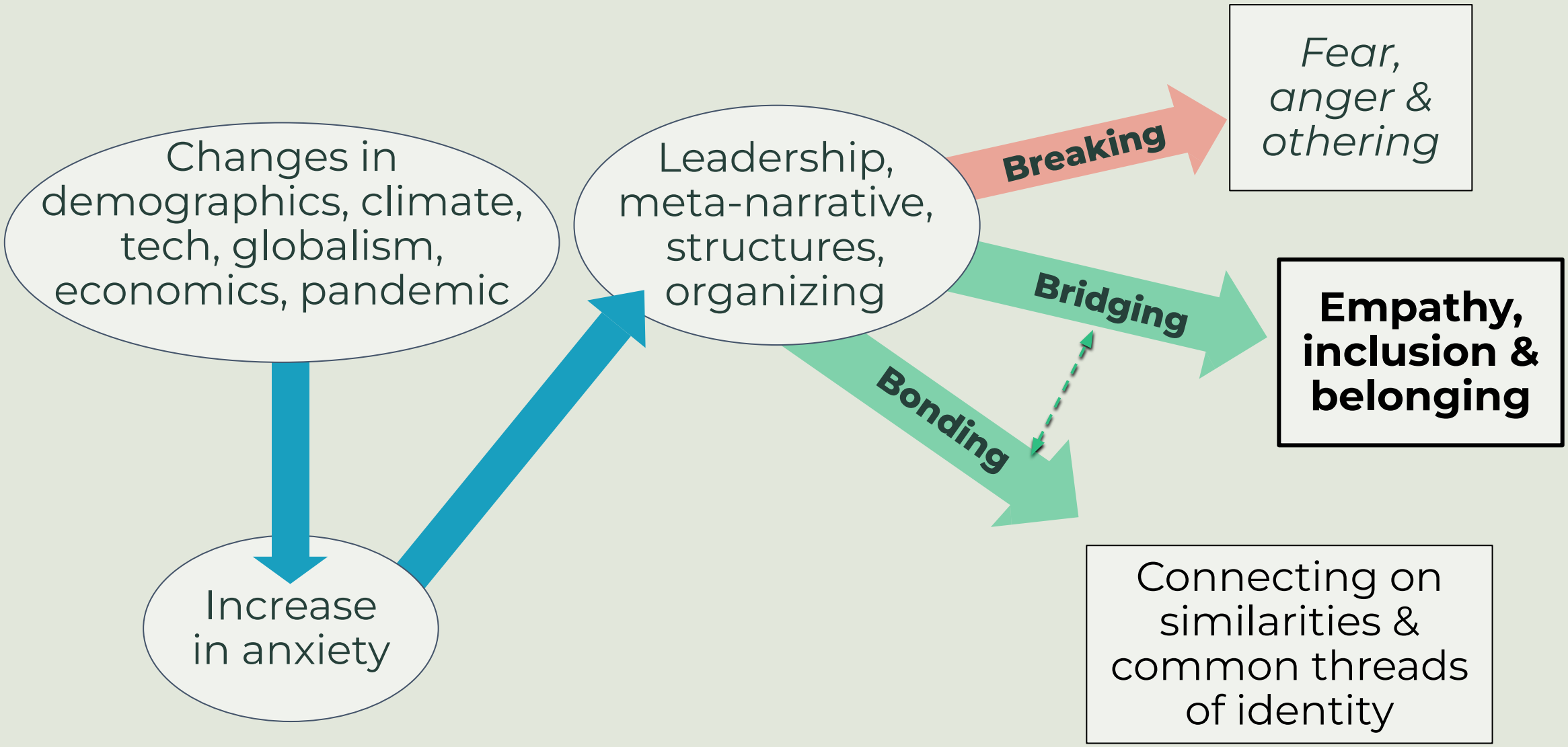
1. Demographic Change & Mass Migration
2. Technology & Social Media Communication
3. Globalization (minus)
4. Income and Wealth Inequality

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

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

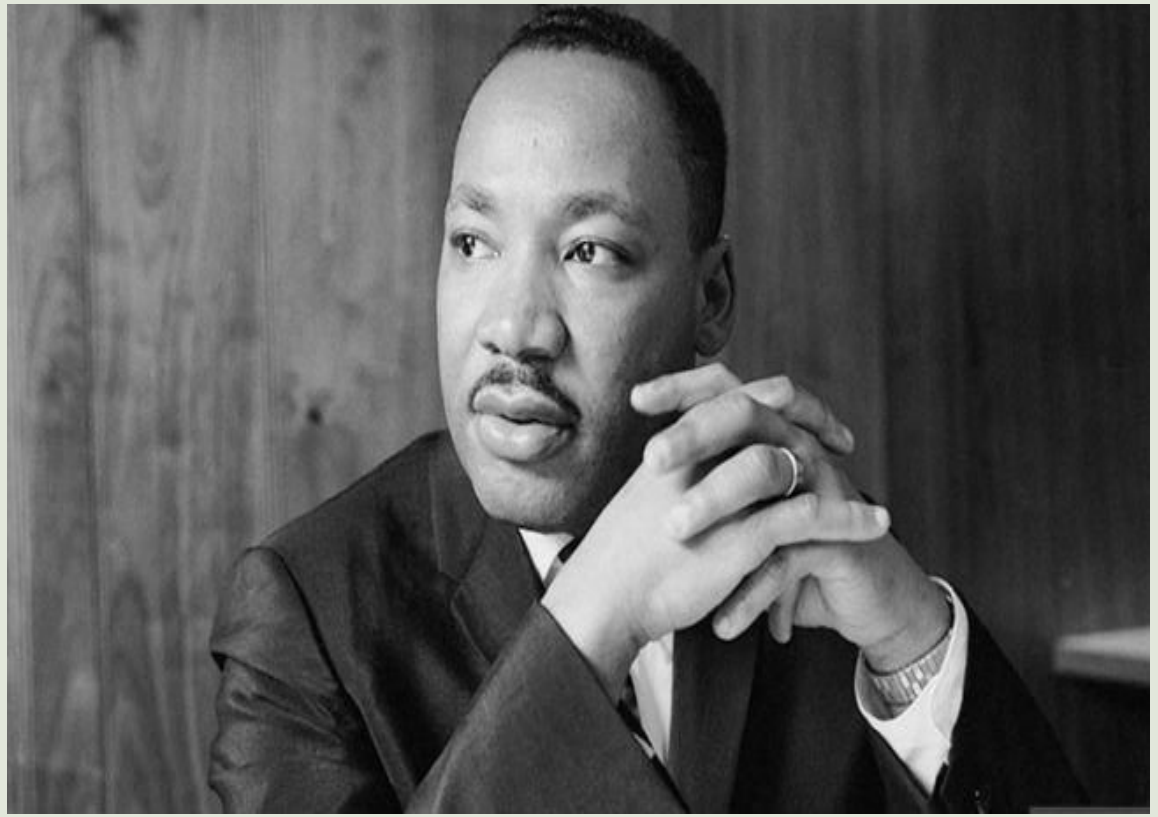
The result is a cataclysm of xenophobic populism, reactionary ethno-nationalism, demagoguery, and fear of the other

Rapid Change Produces Collective Anxiety



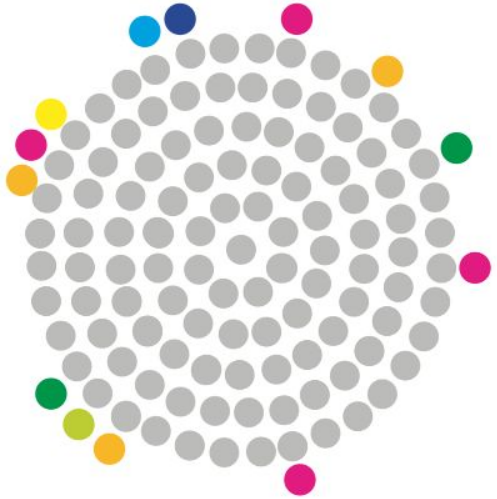
Belonging has a rich history

Maslow's Hierarchy of Needs:
A Theory of Human Motivation

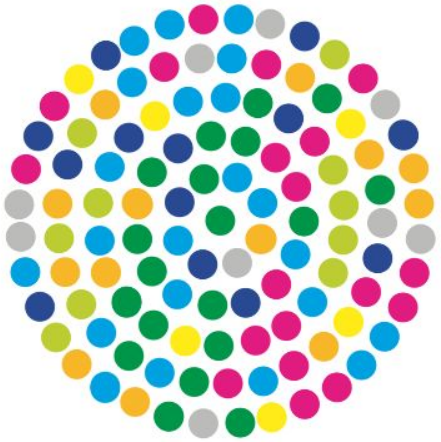


A Beloved Community
Rev. Dr. Martin Luther King's Legacy is a call for Belonging

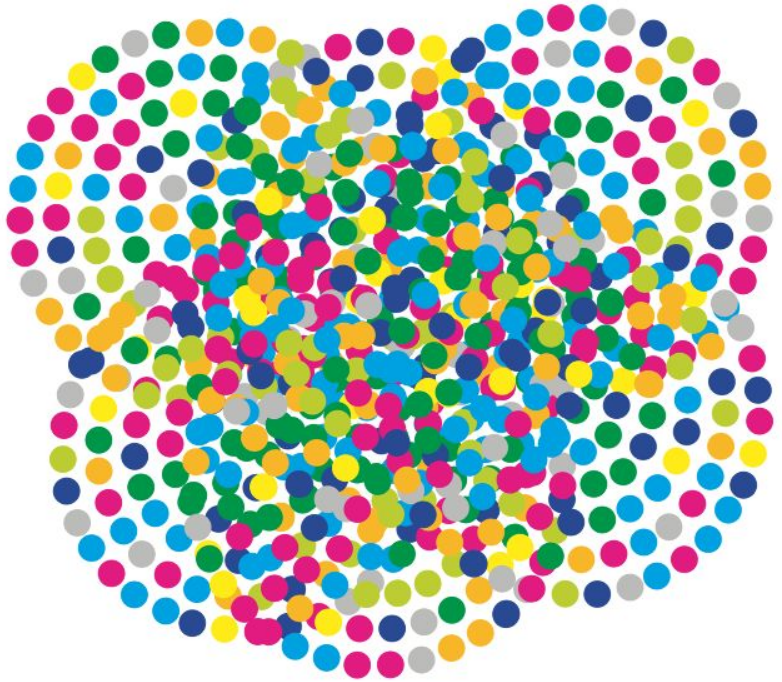
From Exclusion to Belonging



EXCLUSION



INCLUSION



BELONGING

Elements of Belonging

Inclusion

- Equity
- Absence of exclusion
- Accommodation
- Access

Connection

- Emotional / affective ties to people & places
- Sense of attachment, fondness, safety, or warmth

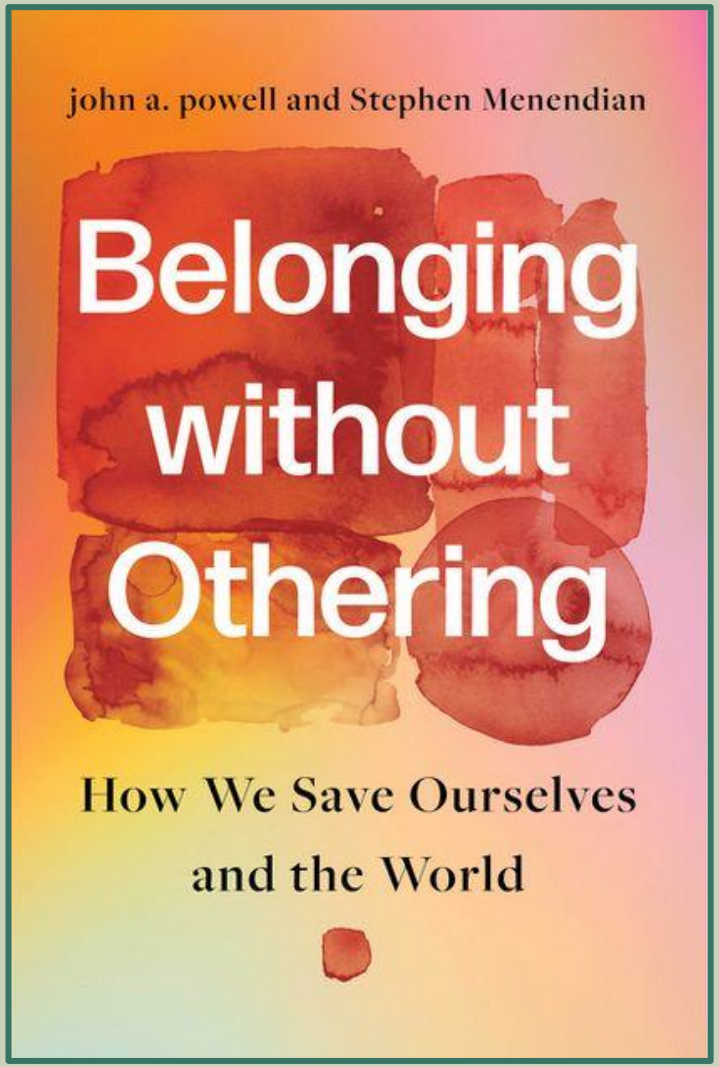
+

Recognition

- Demonstration that community or institution sees, respects & values various social identities

Agency

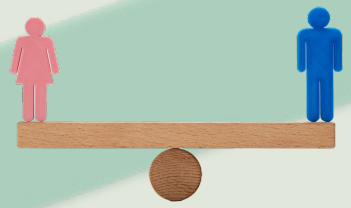
- Individual & collective capacity to co-create the environment and wield (shared) power



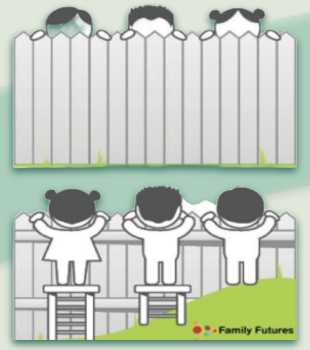
The arc of the moral universe is long but it bends (can) toward justice.

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

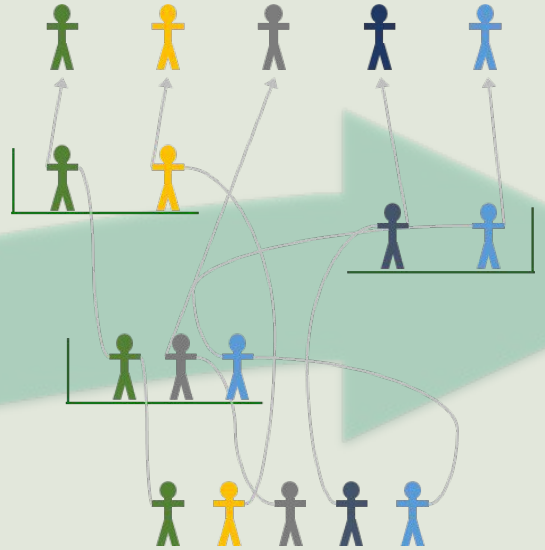
Extreme Inequality



Equality



Equity



Targeted Universalism & Belonging (Equity 2.0)

Othering & Belonging Institute at UC Berkeley

Belonging without Othering

Breaking and Bridging

There are **short bridges** and **long bridges**.

Some bridges require more effort to build and maintain.

Others are a short distance.

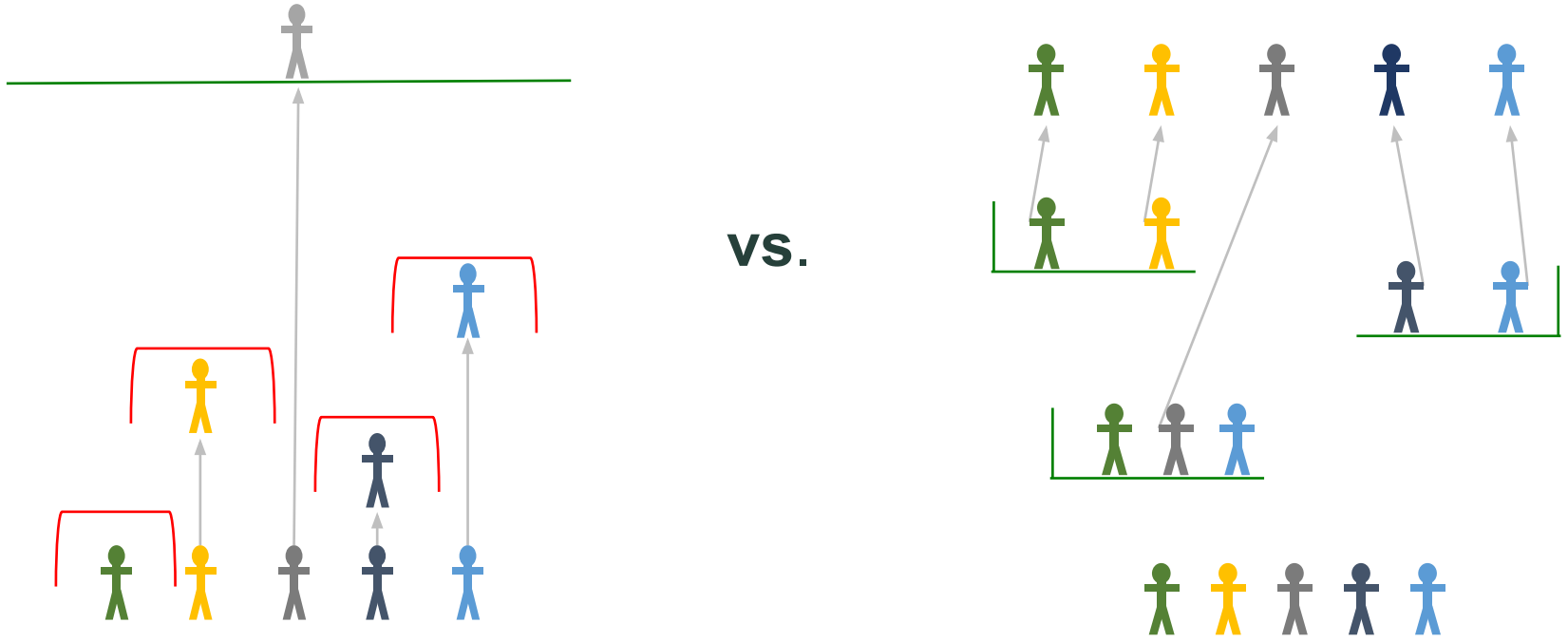
“Bridges are made to be walked on.”

- bell hooks

The TU Framework

Structural inequity produces consistently different outcomes for different communities

Targeted universalism responds with universal goals and targeted solutions



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?

Building for Belonging

You're all part of the work!

- Identify collaborators: belonging is a co-created effort
- You're not alone there are many expressions of belonging
- Connect and share information
- Meaning make together
- Develop and advance a shared vision for belonging with multiple and different strategies

Q
A