



Bridging and Belonging through Community Action

DATE

February 14th 2024

PRESENTER

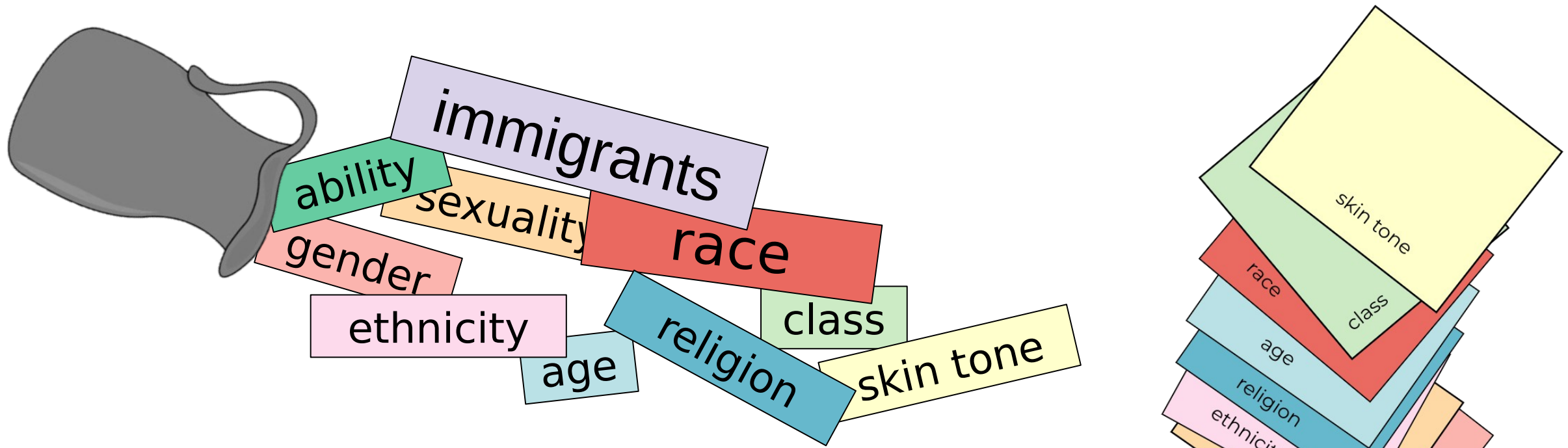
john a. powell, Director
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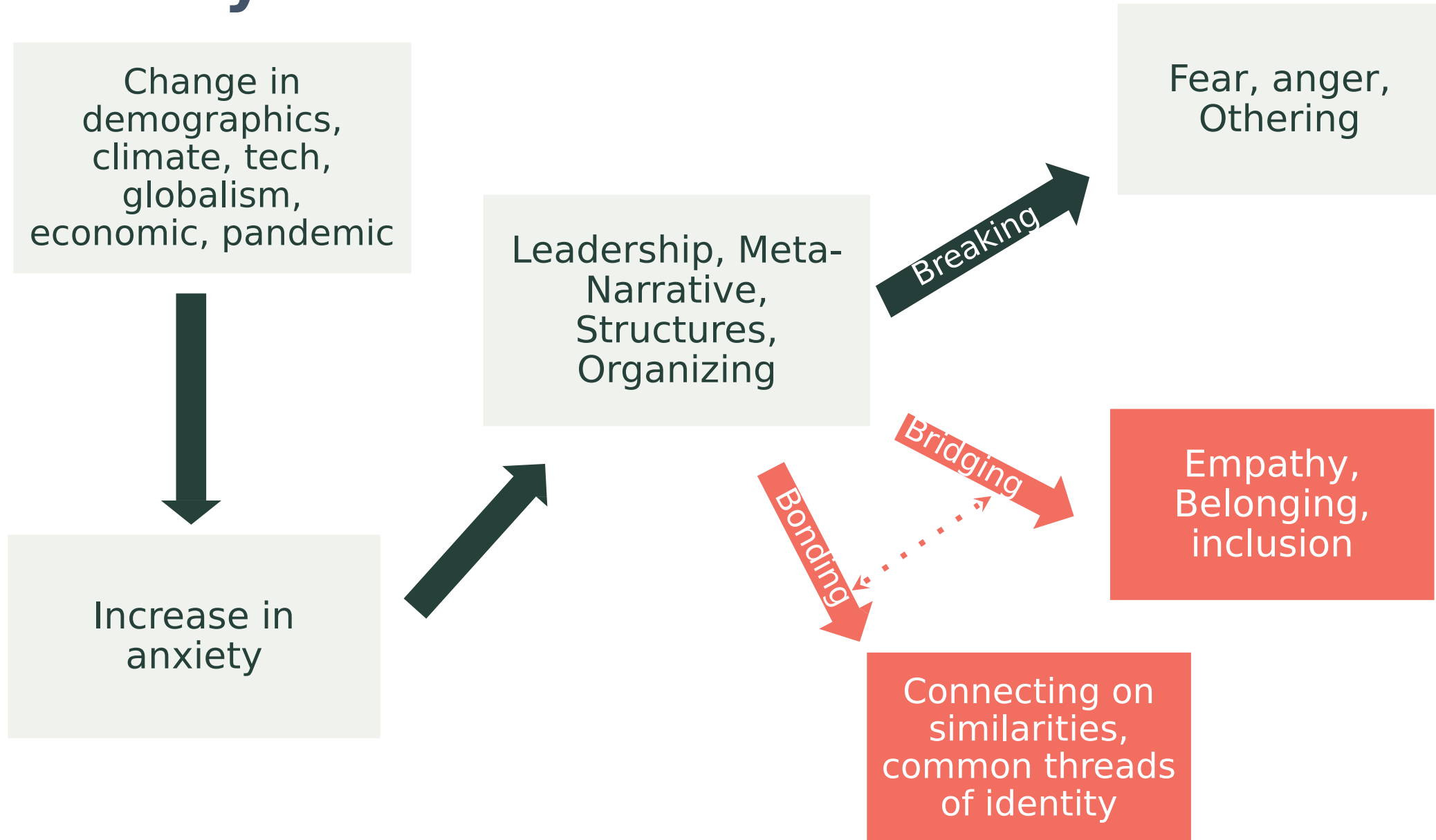
The problem of “Othering” is
the problem of the 21st century.





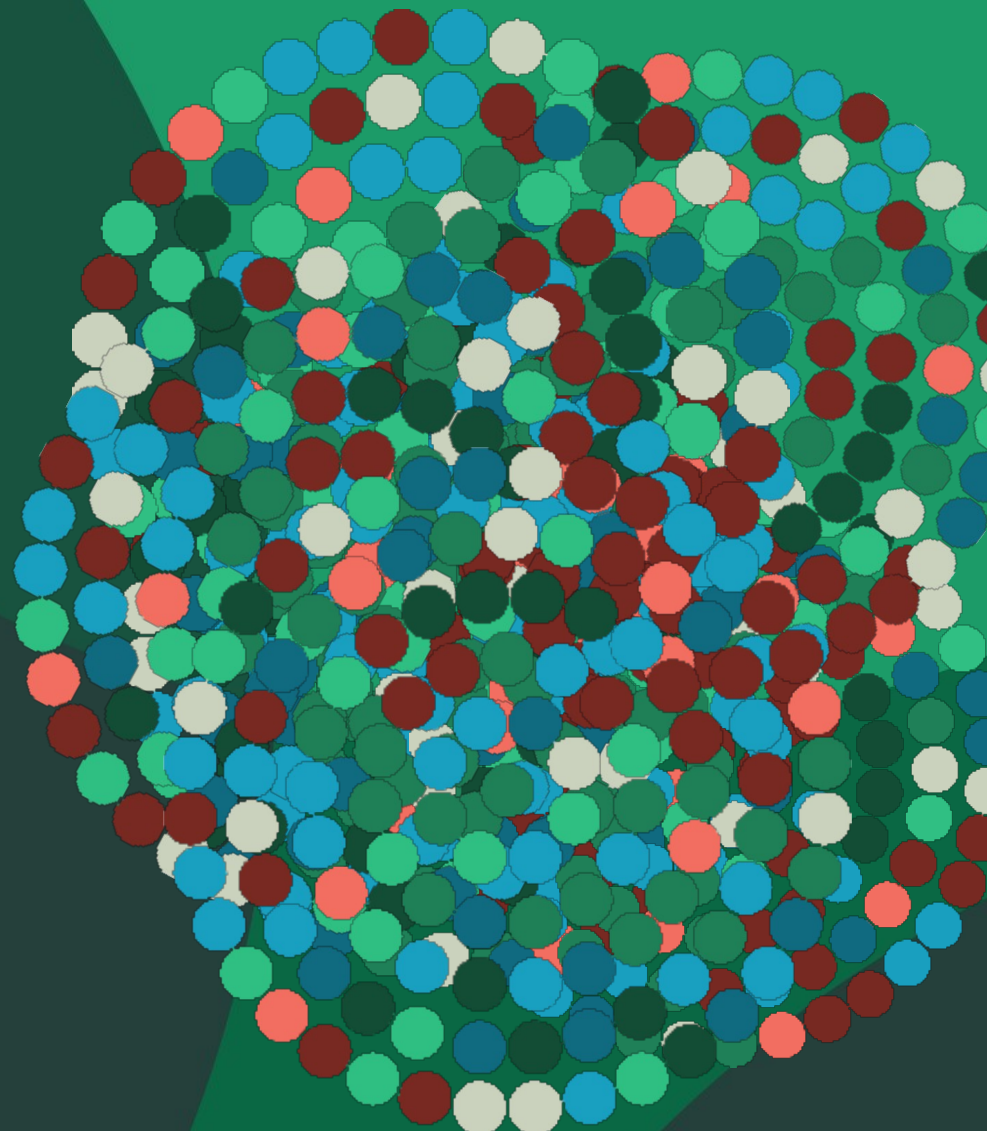
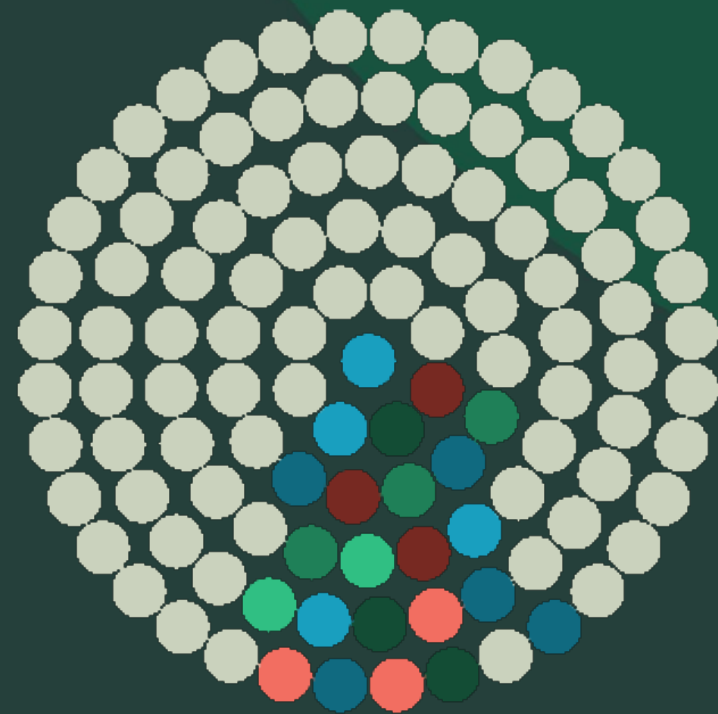
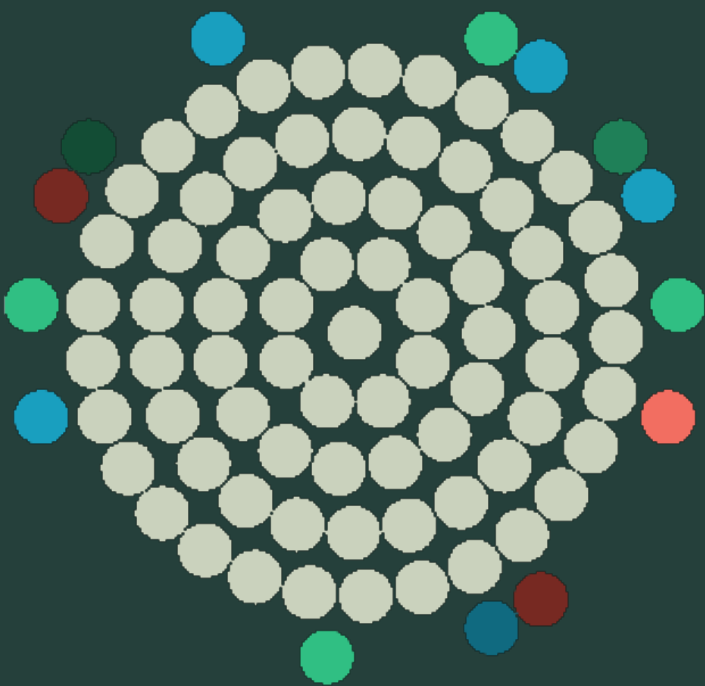
Othering is a generalized set of common processes that engender marginality and group-based inequality across any of the full range of human differences.

Rapid Change Produces Collective Anxiety



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





Exclusion

Inclusion

Belongin

q

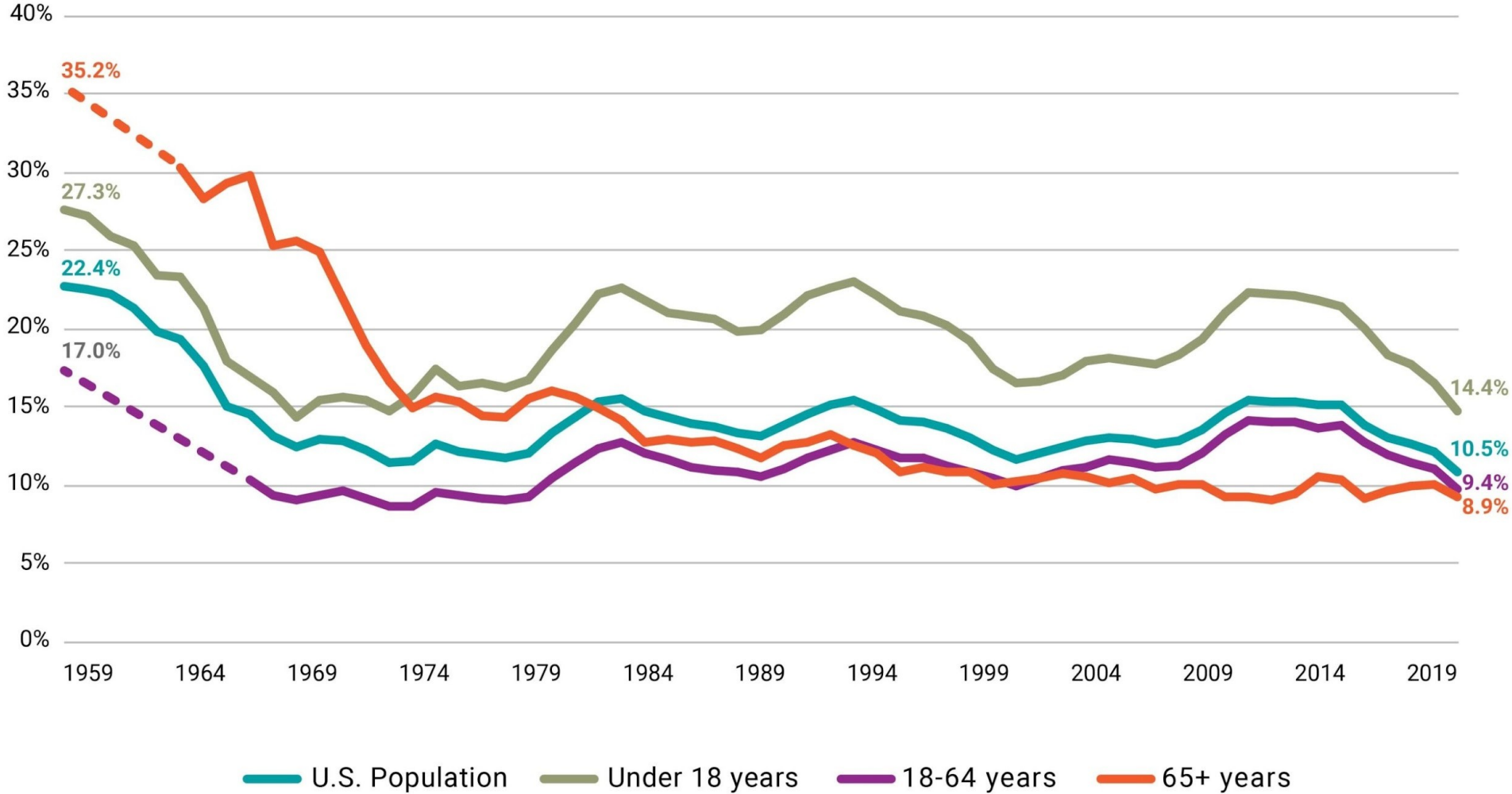




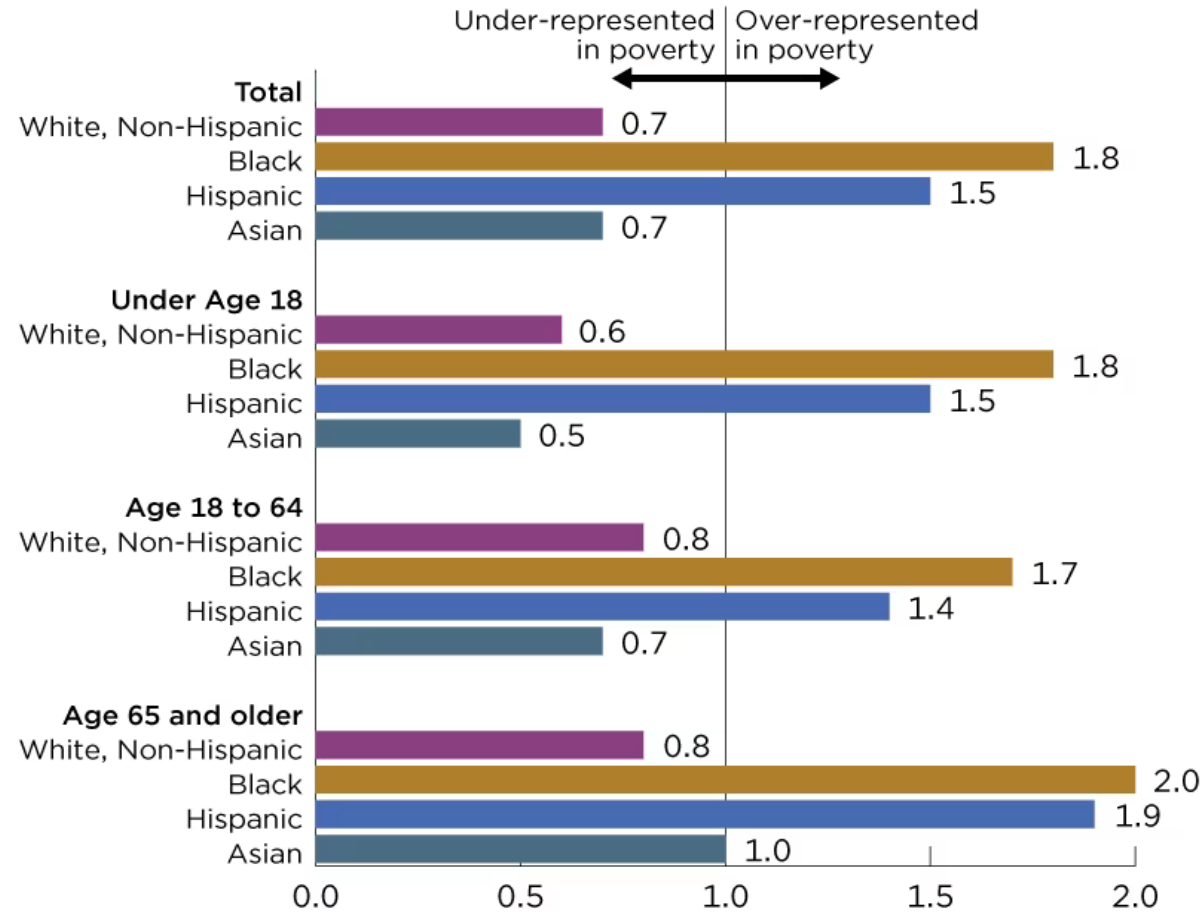
**1000+ Community Action Agencies
leading change across America**

You are diverse as America because
you are America

Poverty in 1964 vs. Today



Ratio of Proportion in Poverty Relative to Total Population by Race and Age



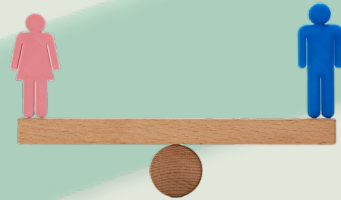
Source: U.S. Census Bureau, Current Population Survey, Annual Social and Economic Supplement, 2020 (CPS ASEC).

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

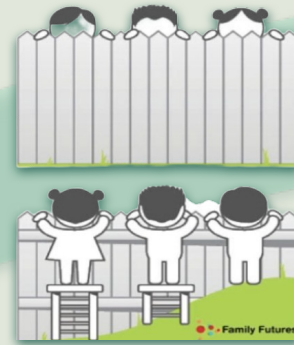
-Dr. Martin Luther King Jr., "Remaining Awake Through a Great Revolution." Speech given at the National Cathedral, March 31, 1968.



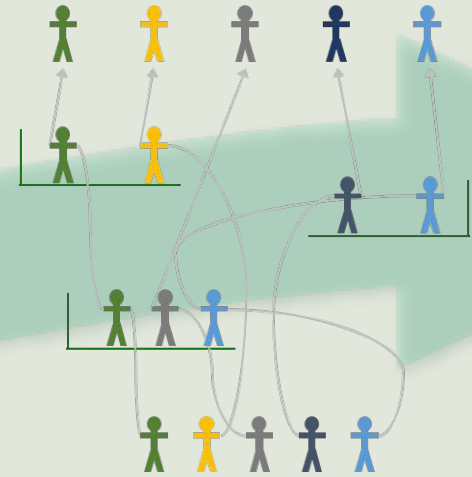
Extreme Inequality



Equality



Equity



Targeted Universalism & Belonging (Equity 2.0)

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



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 groups and individuals within a shared container (such as a society, organization, club, etc).
- Shared value and/or experience



Breaking and Bridging

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

Some bridges require more effort to build and maintain.

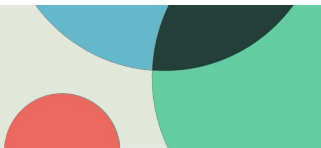
Others are a short distance.

The NCAP can help in the creation of these bridges.



“Bridges are made to be walked on.”
- bell hooks

The goal of bridging is not to avoid
conflict but to embrace our shared
humanity



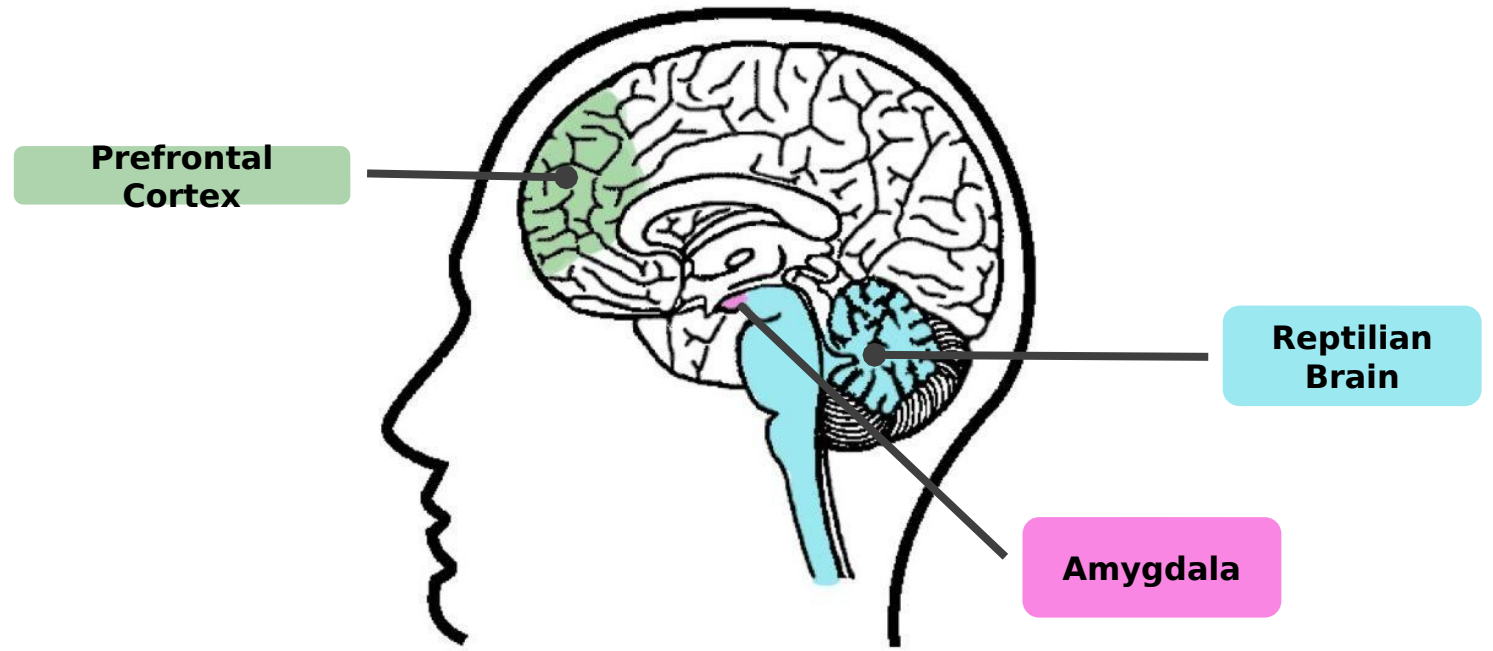
Stories and Narratives

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?



A better story

- Everyone belongs
- Bridges
- Empathy

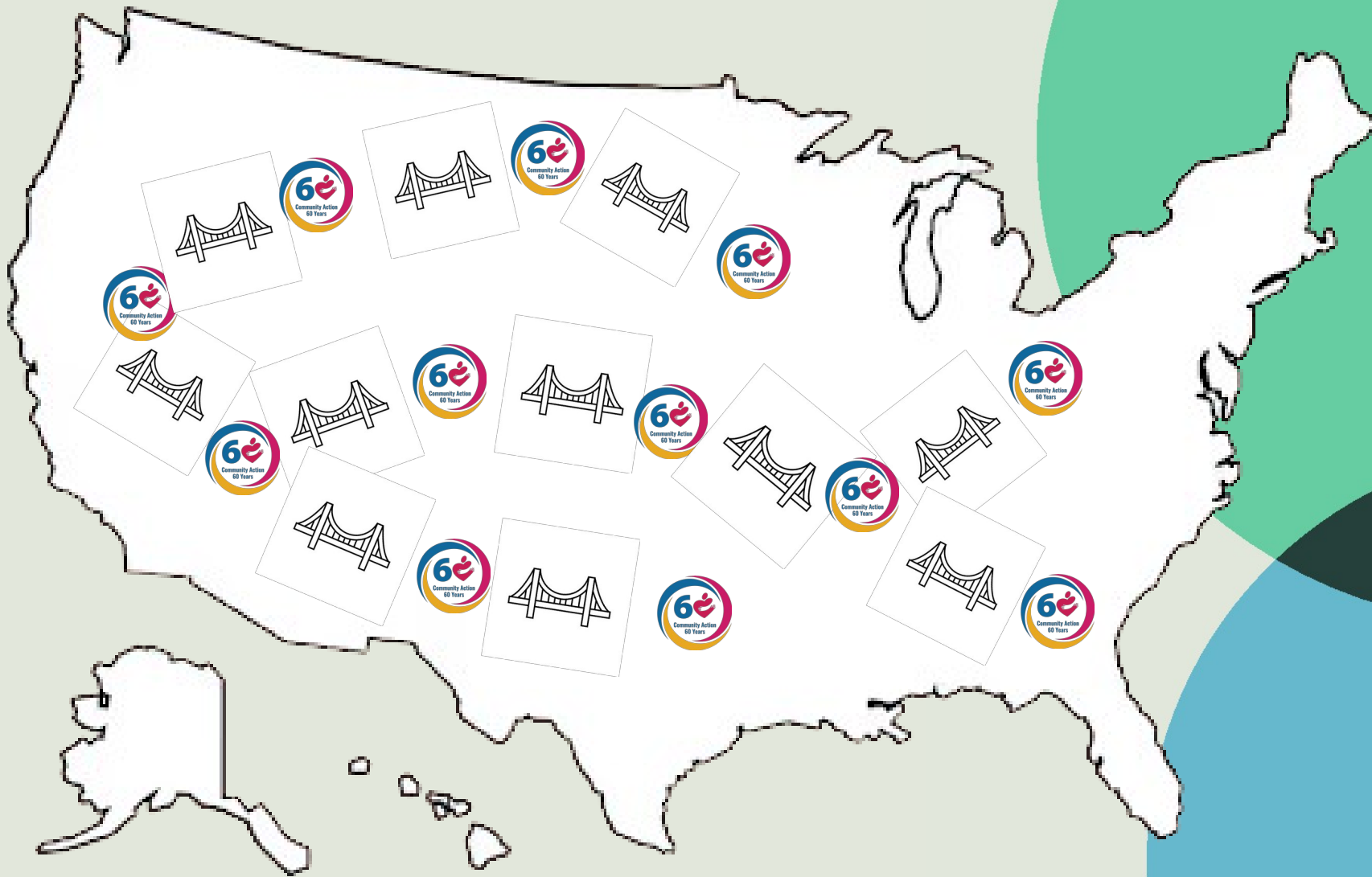
The role of leader

- Quiet the Lizard
- Tell the story about all of us and all our stories
- More complicated stories
 - We hold these truths self-evident; All (men) people are created equally. Really? All people belong; Really!
 - We are multiple and cannot be reduced to a single trait
- Be the bridge
- Even when you cannot bridge, don't break

**I have a
complaint**

I have a dream.







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

Who decides? Who benefits? Who pays?

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

Upcoming Book April 2024

Belonging Without Othering

by john a. powell and Stephen Menendian



*Scan here to read
more!*

<https://www.sup.org/books/title/?id=37657>

