Advancing Race Equity – Move it Forward

Understanding Othering and Belonging: Healing through Bridging and Expanding the Circle of Human Concern

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Authoritarianism on the Rise
Authoritarianism

Behavior = f(Personality, Environment)

Intolerance of Difference = authoritarian predisposition \times \text{normative threat}

Populist demand for less difference and diversity

Suppression of difference, encouragement of conformity

(Stenner-Haidt)
Belonging to overcome Authoritarianism

A society of belonging can overcome authoritarian tendencies

The demand for oneness and sameness must be driven out by love, expanding the circle of humanity, celebrating differences

The answer is not same-ing – flattening or ignoring differences, the answer is belonging – having a deep care for everyone and their differences
"Othering," defined...

We define othering as a set of processes, structures, and dynamics that denies full humanity and belonging across any of the full range of human differences. Othering and marginality can occur on a group basis or at the individual level.
Dimensions of othering.

Dimensions include but are not limited to, sex, religion, race, ethnicity, socioeconomic status, disability, sexual orientation, and skin tone.
As diversity grows, so does anxiety.

Increase in diversity → Increase in anxiety

Leadership, Meta-Narrative

Fear, anger, othering

Empathy, belonging, inclusion

Breaking

Bridging
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
48 Hate Groups in New York State
Gentrification and Segregation
Us
Them
Them
Them
Universal Policies Fall Short

Universalism is the Bonding of Policymaking

- Universal programs alone are not truly universal.
- Often based on a non-universal standard.
Universalism?
(Or structural exclusion in the making)
Universalism/Bonding

Community Reinvestment Act

[Image of a community scene with people walking, cycling, and a map of Philadelphia]
Targeted Universalism

Structural inequity & othering is created by different groups and people having different pathways with structural roadblocks to reach a goal.

Targeted universalism directs attention to pathways different groups face & suggests structural changes to make those paths smoother.
Targeted Universalism – Race to Justice

New York City Races to Justice

- Build a Health Equity Movement
- Develop Leadership and Support Innovation
- Build Organizational Capacity
- Change the Conversation
- Build Community Alliances
- Allocate Resources
The Process of Bridging
Bridging On the One Hand, Breaking on the Other

BRIDGING
Social ties that link people together with others across a cleavage that typically divides society.

BREAKING
Social ties among an exclusive group who explicitly push away from other groups who are seen as dangerous or a threat.
Movements Building A Society of Belonging
Done Right, Our Policies Can be Incredible Bridges
Who is in the circle of human concern?
Addressing issues like climate change, poverty, health and disease, requires us to think about how we are all related and connected....how we structure our societies, policies, and practices, and how we can achieve our common goals in a way that acknowledges our deep connection to each other.