

## 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 x 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



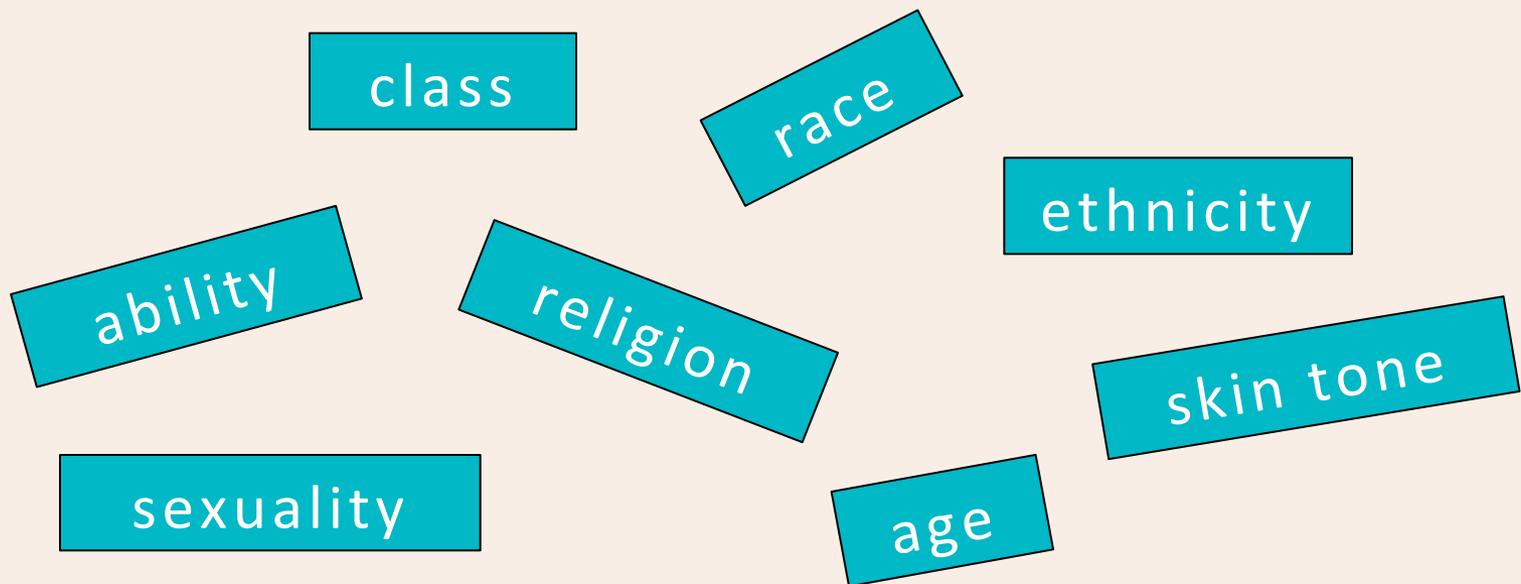
# "Othering," defined...

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.

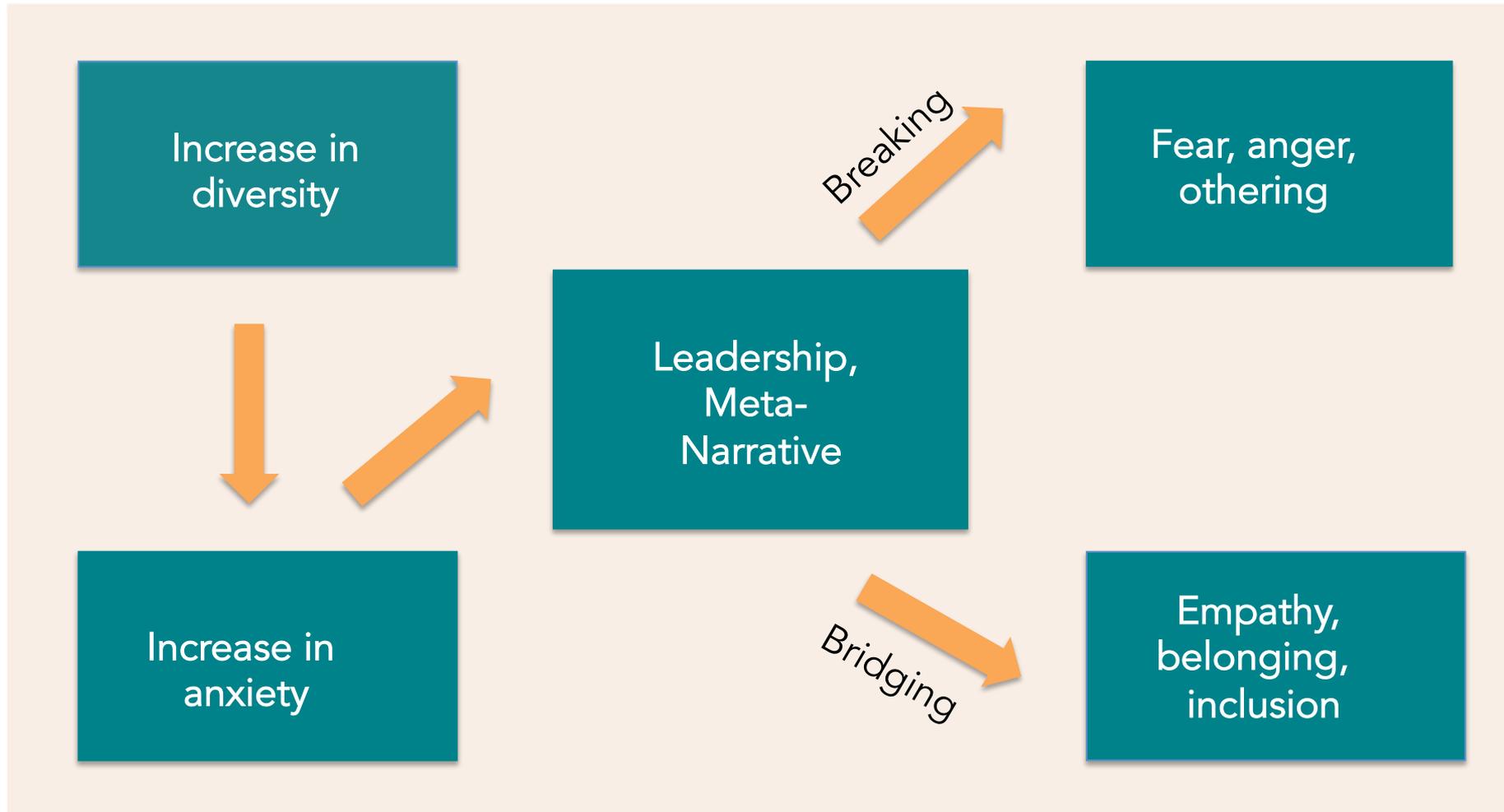


# Dimensions of othering.

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.



# 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

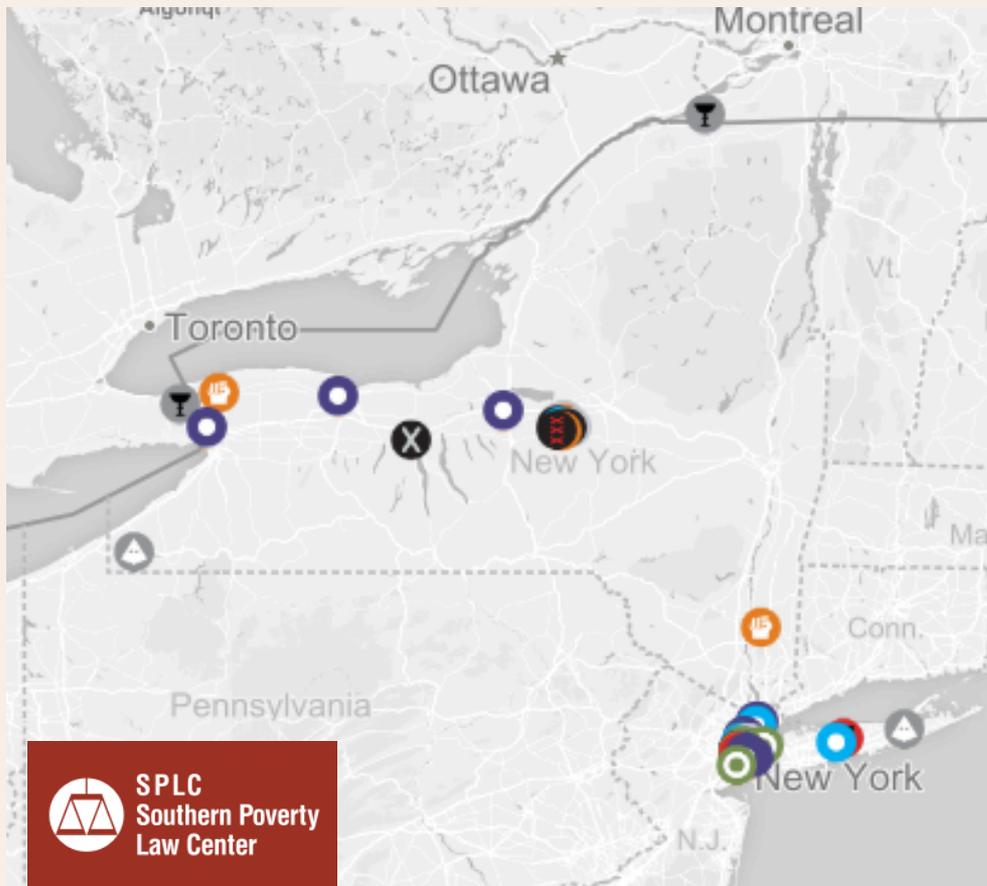


**Bonding:** Connecting to people like you in some important way



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

# 48 Hate Groups in New York State



# Gentrification and Segregation



**Us**

**Them**

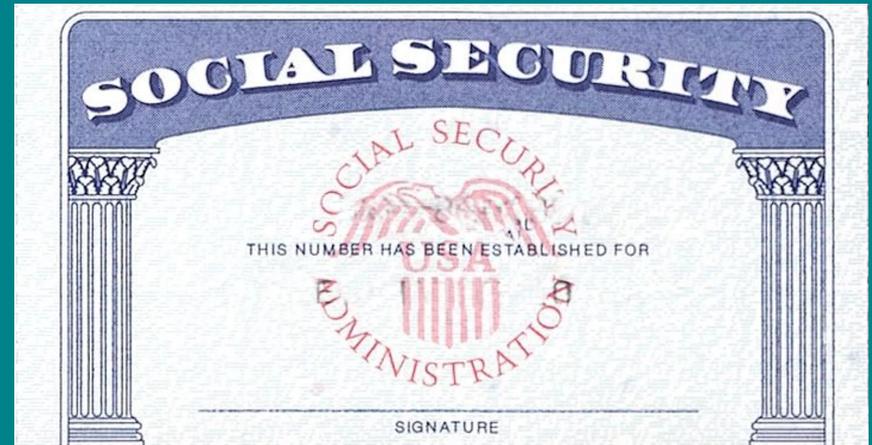
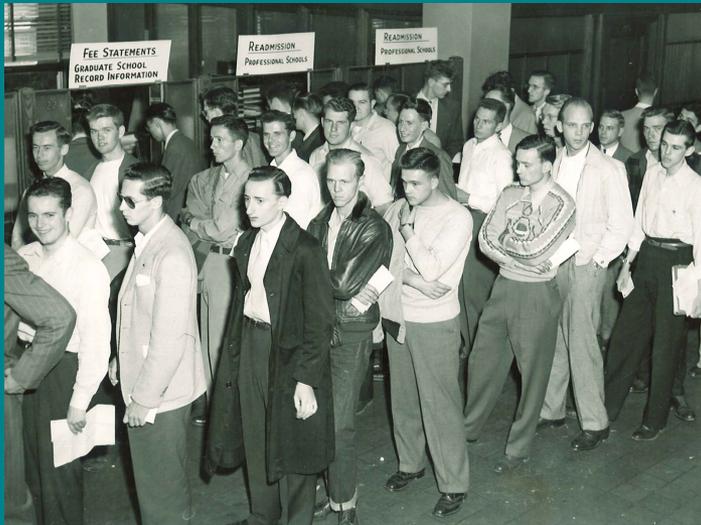
## Universalism is the Bonding of Policymaking



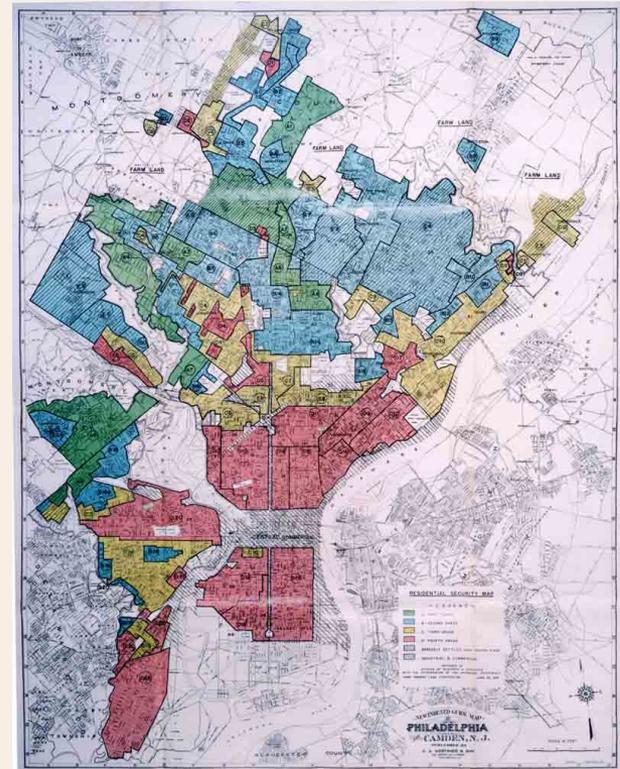
- Universal programs alone are not truly universal.
  - Often based on a non-universal standard.

# Universalism?

(Or structural exclusion in the making)

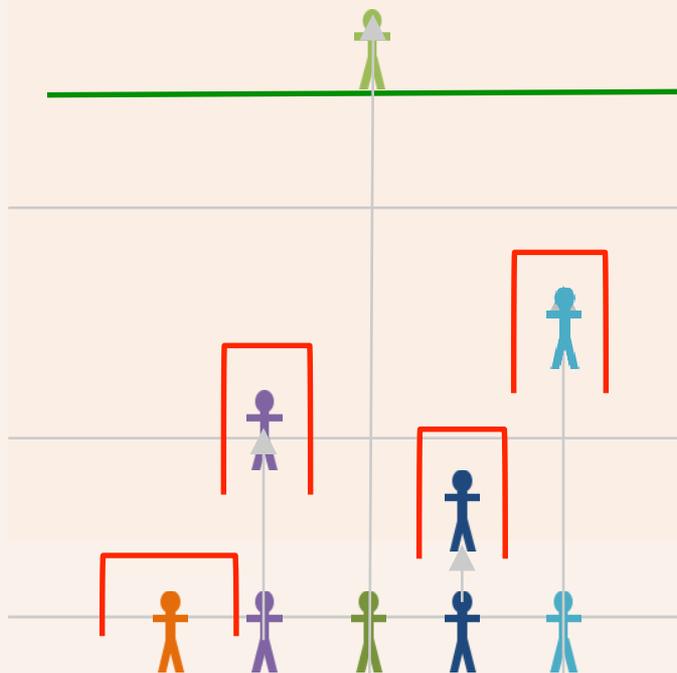


# Universalism/Bonding

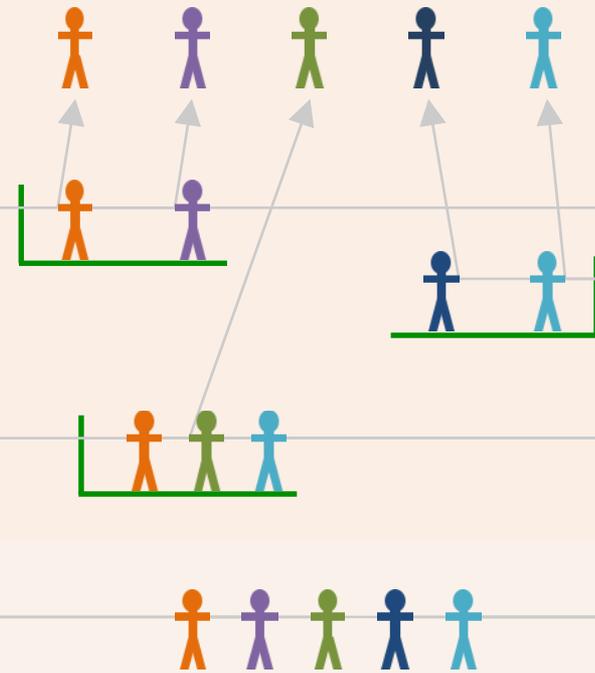


# Targeted Universalism

Structural inequity & othering is created by different groups and people having different pathways with structural road blocks 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



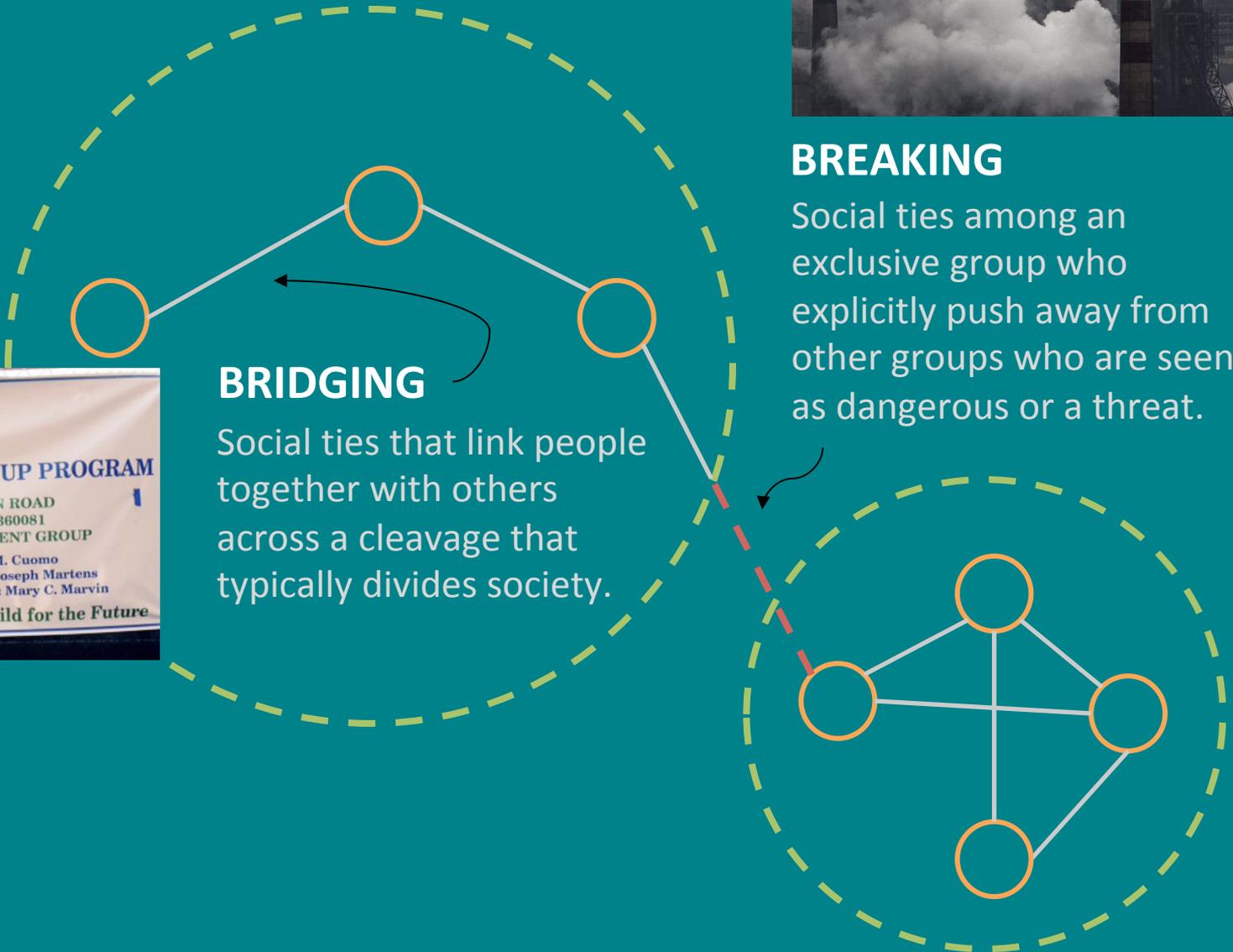
## BREAKING

Social ties among an exclusive group who explicitly push away from other groups who are seen as dangerous or a threat.



## BRIDGING

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









# Done Right, Our Policies Can be Incredible Bridges



# Who is in the circle of human concern?



# Closing thoughts & remarks

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.



Q&A

# Q&A

QUESTIONS & ANSWERS SESSION

