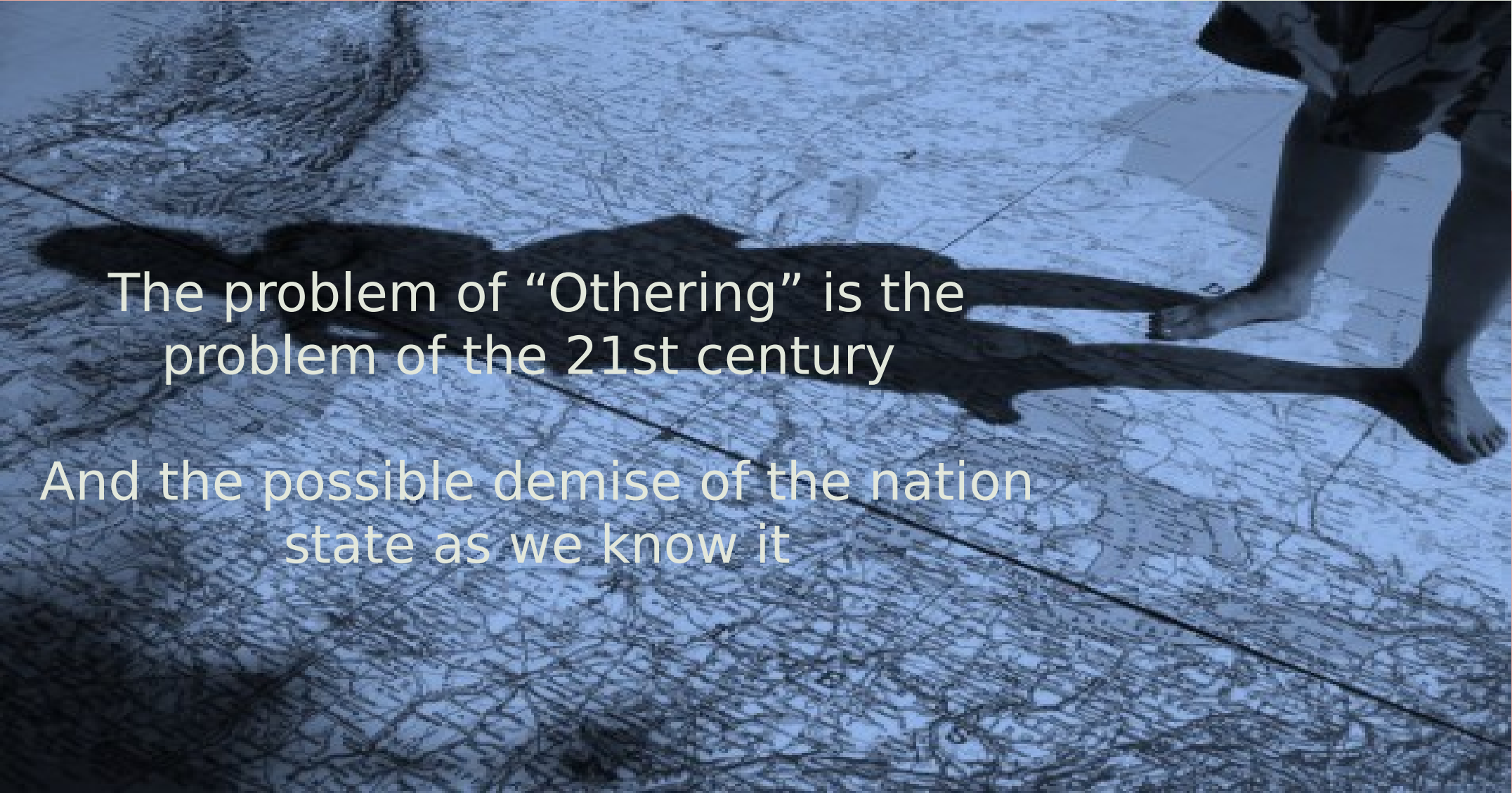


# **From Inclusion to Belonging: Adjusting Race at UC Berkeley**

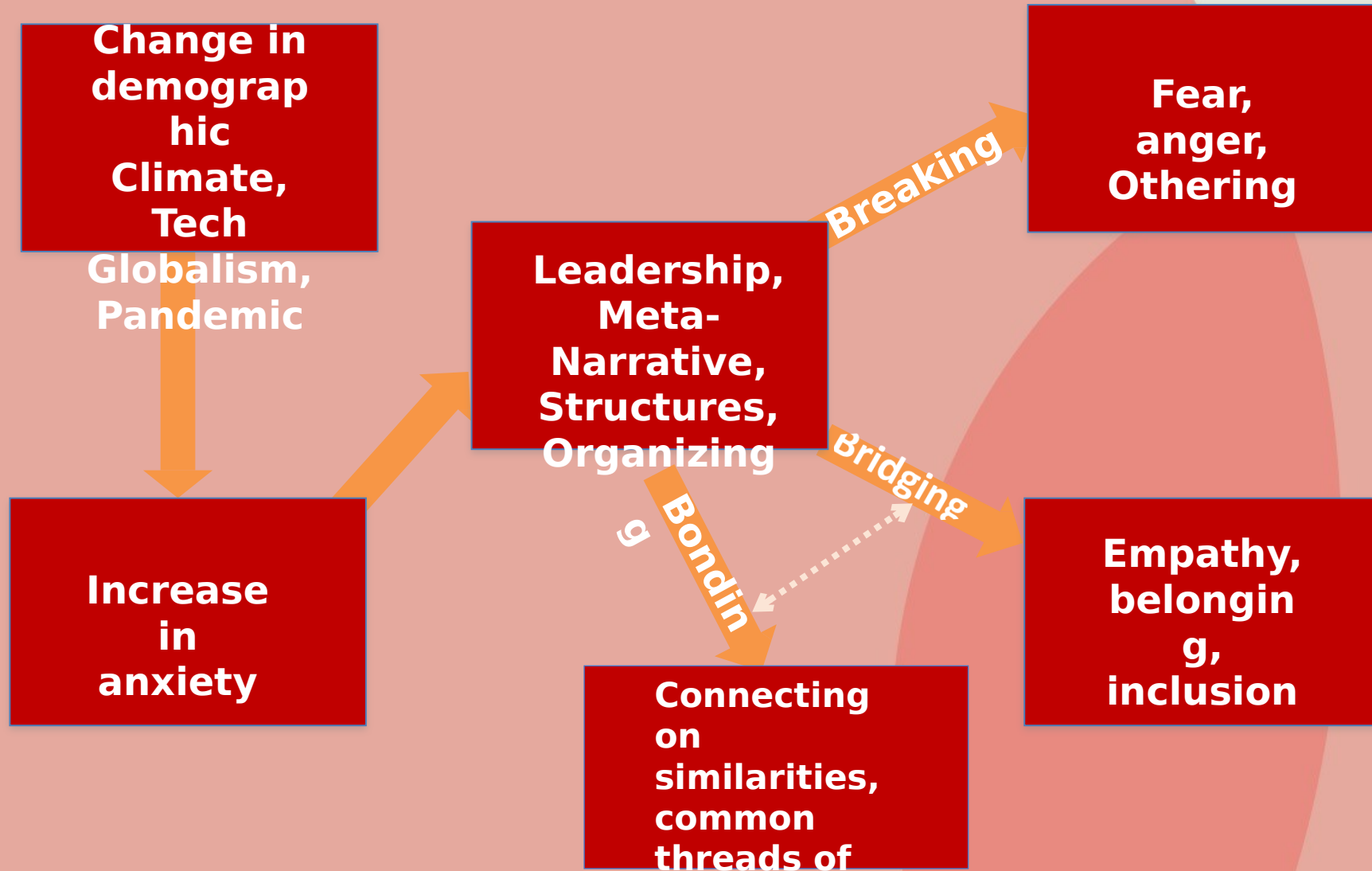
***UC Berkeley Anthropology Department  
Monday, Nov 23, 2-4 PM  
Dr. john a. powell***



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

And the possible demise of the nation  
state as we know it

# Rapid change produces collective anxiety:



# UC Berkeley's Origins

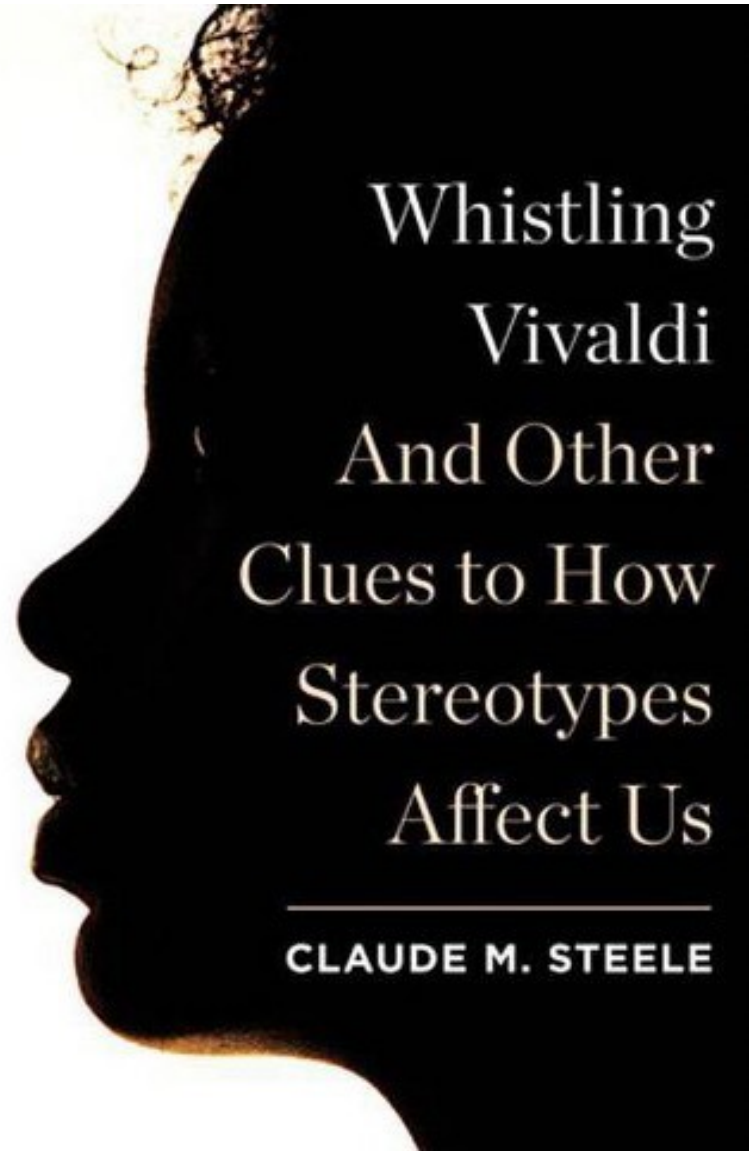
## The Morrill Land Act of 1862

- provided states with federally controlled lands to sell, raise funds, and establish university endowments.
- “without excluding other scientific and classical studies and including military tactics, to teach such branches of learning as are related to agriculture and the mechanic arts, in such manner as the legislatures of the States may respectively prescribe, in order to promote the liberal and practical education of the industrial classes in the several pursuits and professions in life.” 7 U.S.C. § 304.
- 11 million acres of stolen tribal land

# UC Berkeley Today

From US American Community Survey (2015 and 2012), UC Berkeley Cal Answers (2016), UC Berkeley Disabled Students Program (2015)

<b>Underrepresented Groups</b>	<b>% of California population</b>	<b>% of UC Berkeley population</b>
Black/African American	7%	3%
Chicanx/Latinx	38%	14%
Native American/Alaska Native	2%	1%
Pacific Islander	0.8%	0.2%
Students with Disabilities	10%	6%



# Inclusion + Stereotype threat

# Definitions

**Equality** - Equality is equal treatment, even if outcomes are unequal.

**Equity** - Interventions allow different, but fair treatment.

**Inclusion** - Allowing members of excluded groups to participate in institutions or organizations.

**Equitable Inclusion** - Allowing members of excluded groups to participate in a fair and equitable manner in institutions.

**Belonging** - Belonging or being fully human means more than having access. Belonging entails being respected at a basic level that includes the right to both co-create and make demands upon society.

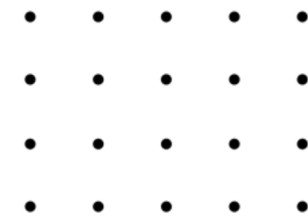
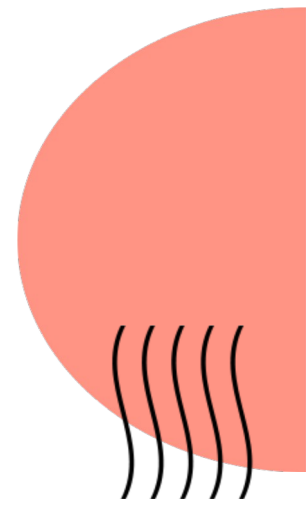
# TARGETED UNIVERSALISM

## EQUITY

- Focuses on marginalized groups
- Goal is to close disparities between marginalized groups and favored group
- Strategies target marginalized group to move them to the favored norm
- Focus on supporting individuals and fail to transform systems
- Often practiced as scarcity of resources and creates “Breaking” – anger, resentment and complaints of preferential treatment can fracture

## EQUITY 2.0

- Universal goal
- Targeted strategies to move everyone to the universal goal, while acknowledging that people are situated differently
- Considers how structures impact achieving universal goal
- Focus on structures
- Facilitates “Bridging” and Belonging . . .

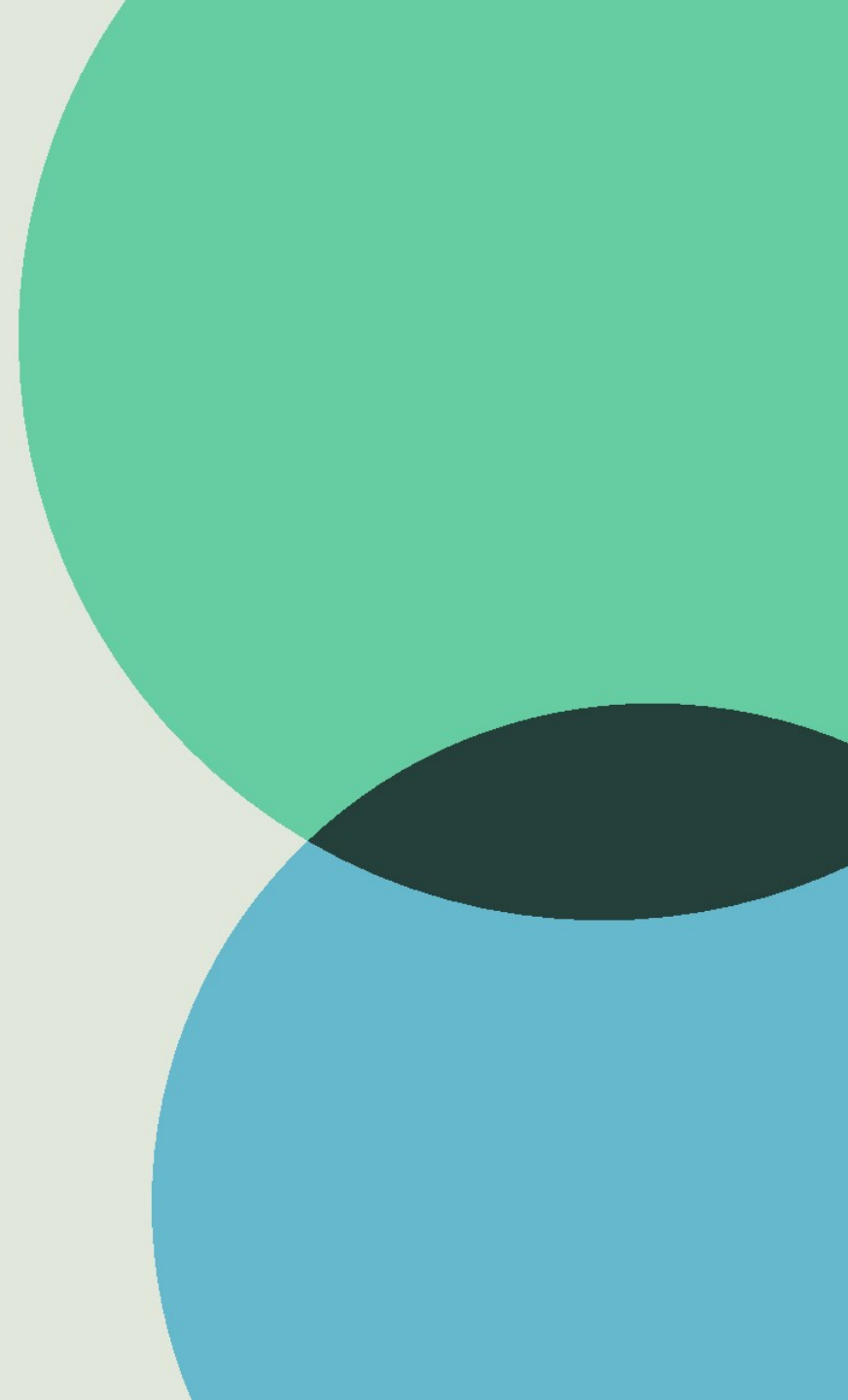




The background of the slide features a dense array of glossy, spherical objects. Most are a vibrant red, arranged in neat, receding rows that create a strong sense of perspective. In the middle of the array, one sphere is a distinct, bright blue, making it stand out as the only one of its color. The lighting is dramatic, with highlights on the top of each sphere and deep shadows in the spaces between them.

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

Heart of  
Belonging:  
co-creating &  
being seen

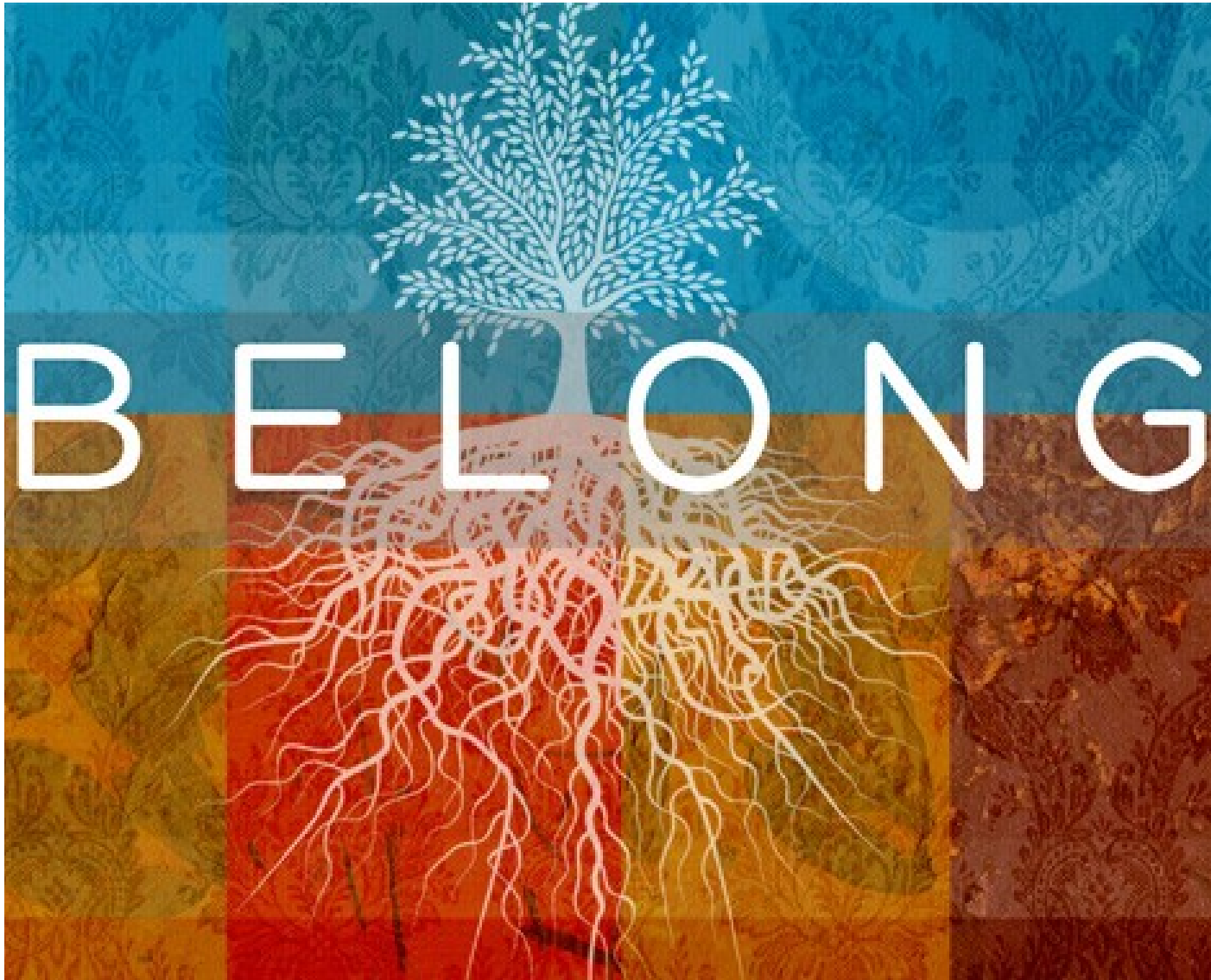


WE NEED TO CREATE A CULTURE OF *BELONGING*.



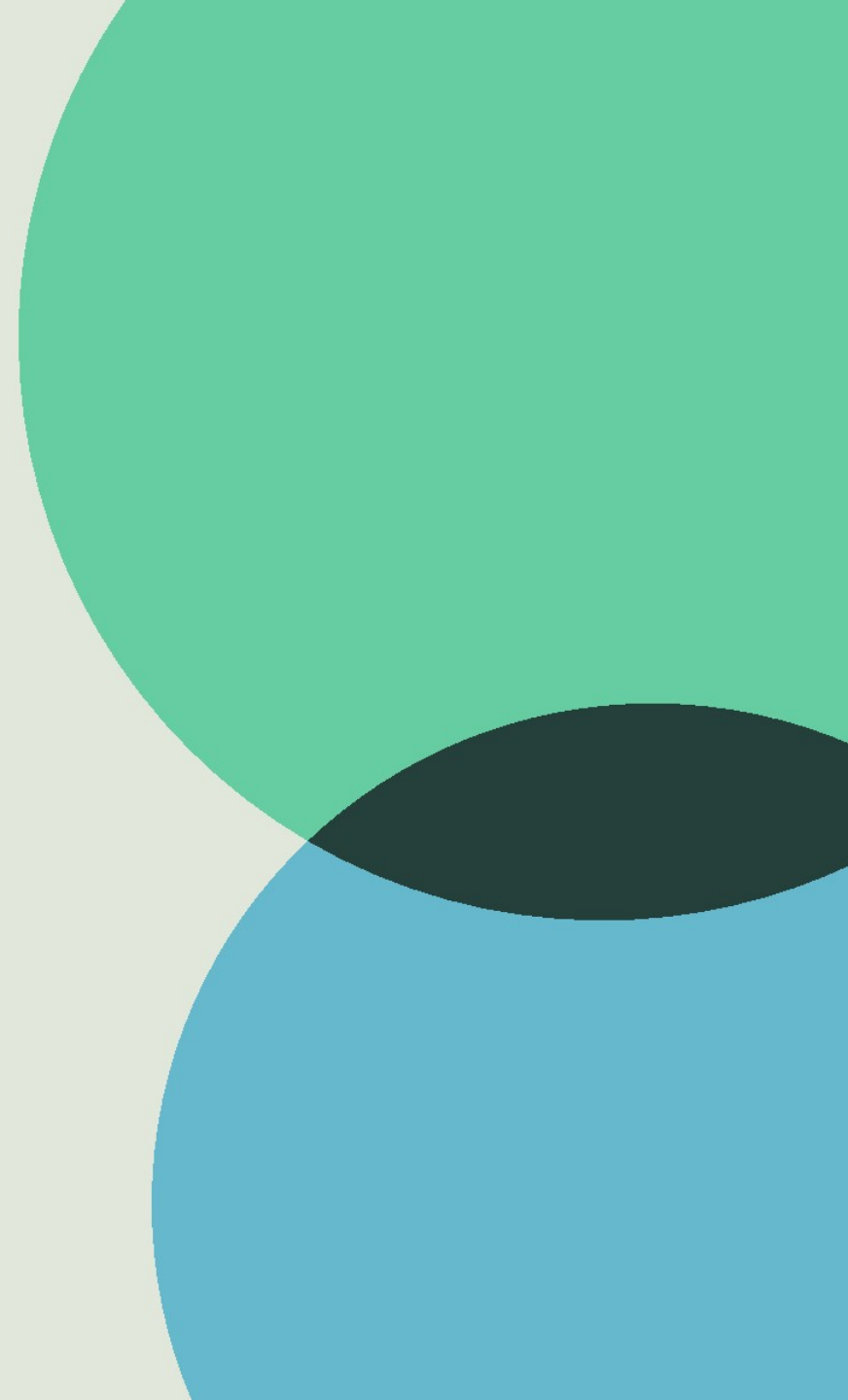
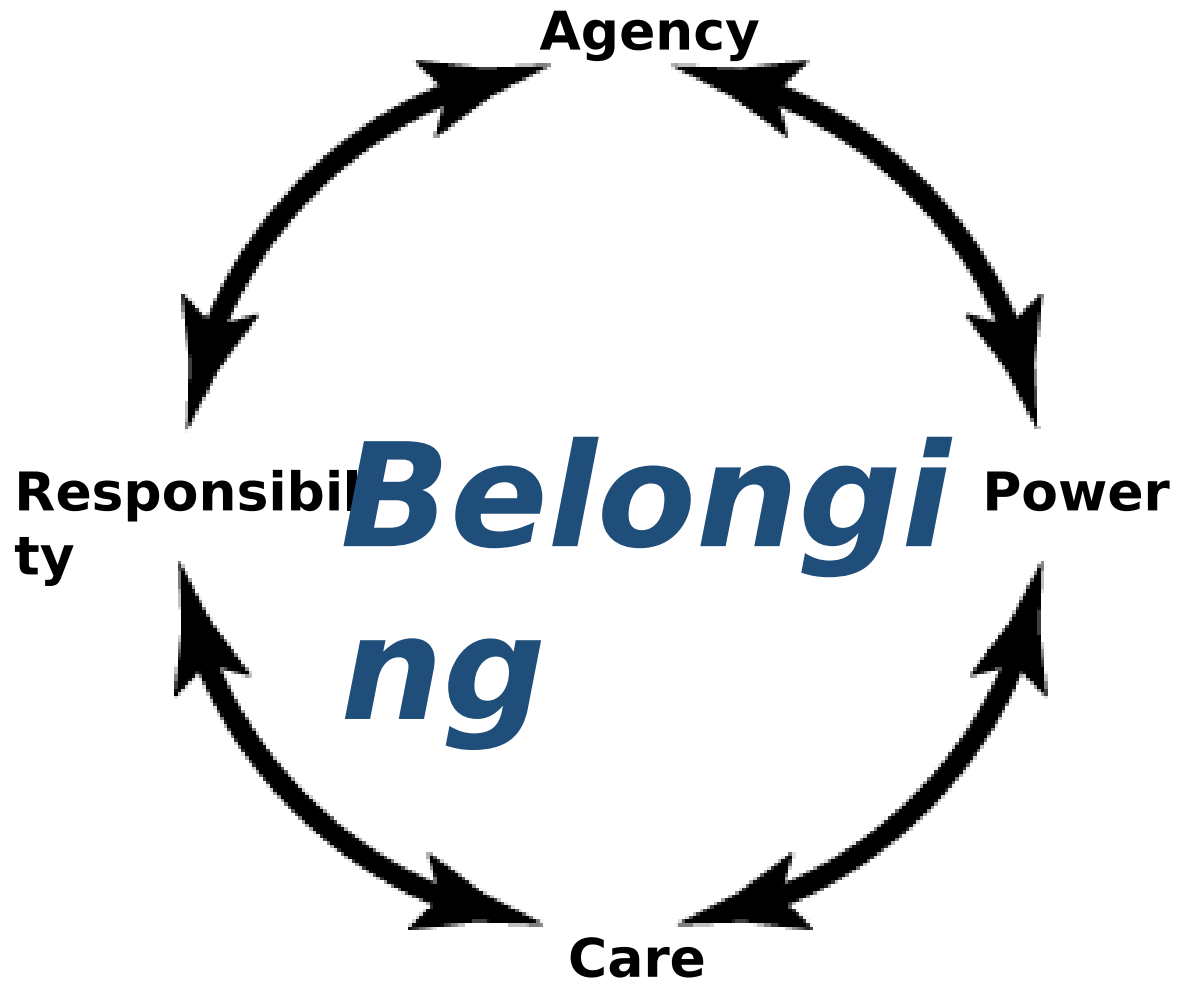
## ***Sawubona: Zulu greeting “We see you”***

1. An invitation to a deep witnessing and presence
2. This greeting forms an agreement to affirm and investigate the mutual potential and obligation that is present in a given moment



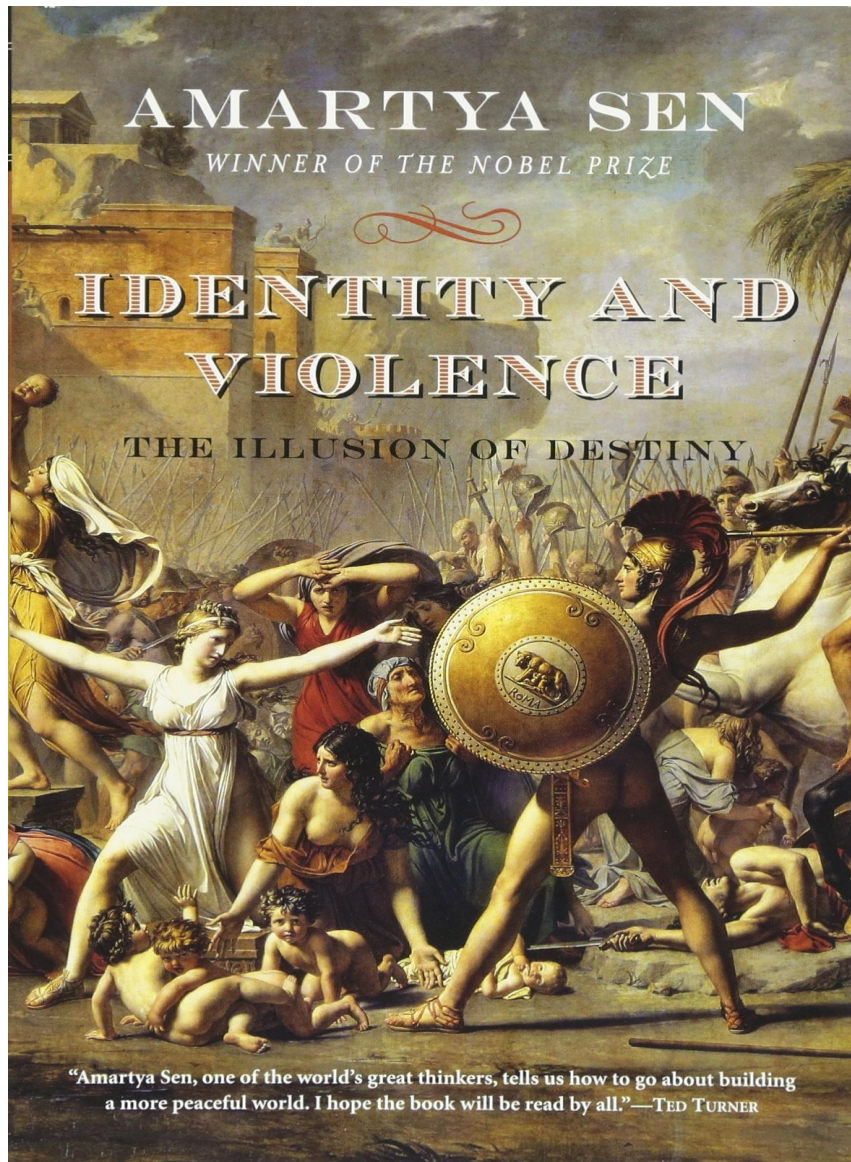
Belonging or being fully human means more than having access. Belonging entails being respected at a basic level that includes the right to both co-create and make demands upon society.

**Belonging**







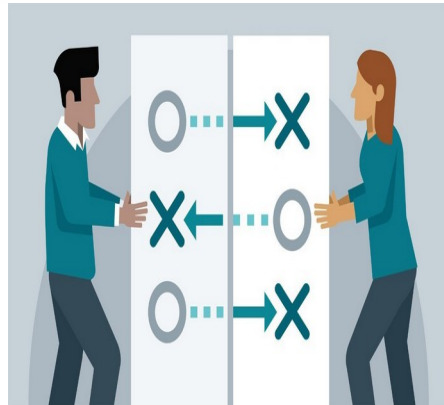


*When a group's identity is threatened because of a certain characteristic or outcome, then that group's identity becomes much more salient.*

*It is not identity that's the problem – it's breaking that's the problem.*



***Personal***



***Strate  
gic***



***Organizati  
onal***

***Levels  
of  
Trust***



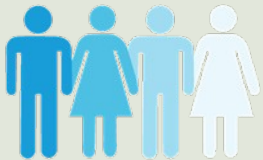
# Narratives of Othering and Belonging



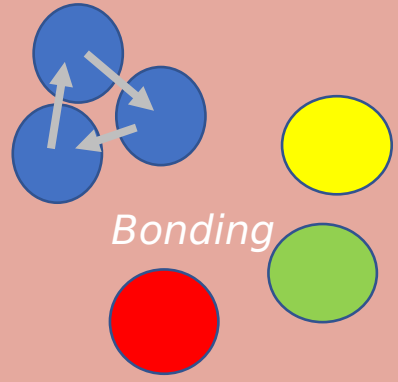
**Breaking:** When a group turns inwards and explicitly pushes away from other groups who are seen as dangerous or a threat



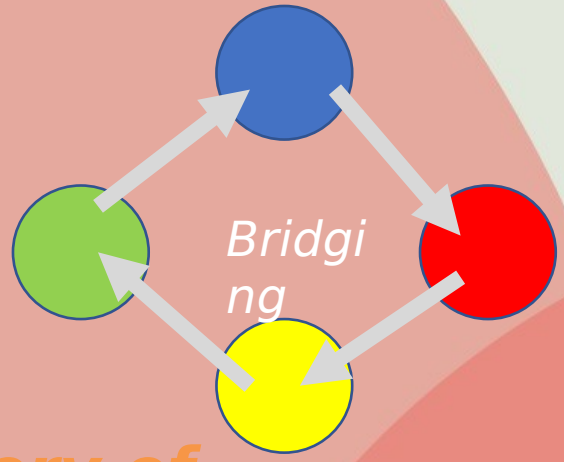
**Bonding:** Connecting to people like you in some important way



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

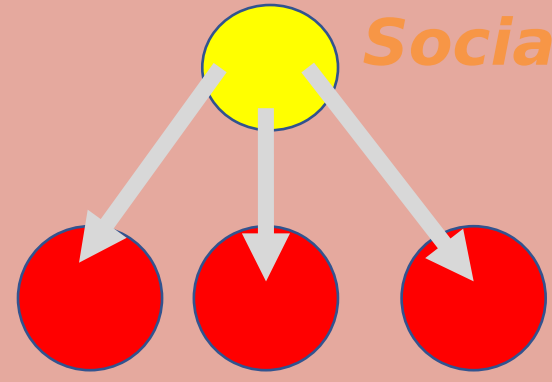


*Bonding*

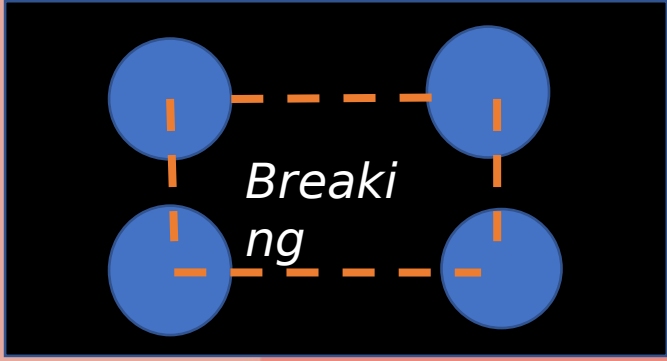


*Bridging*

# *Putnam's Theory of Social Capital*



*Linking*



*Breaking*

# Breaking and Bridging

- There are **short bridges** and **long bridges**.
- Some bridges require more effort to build and maintain. Others are a short distance.

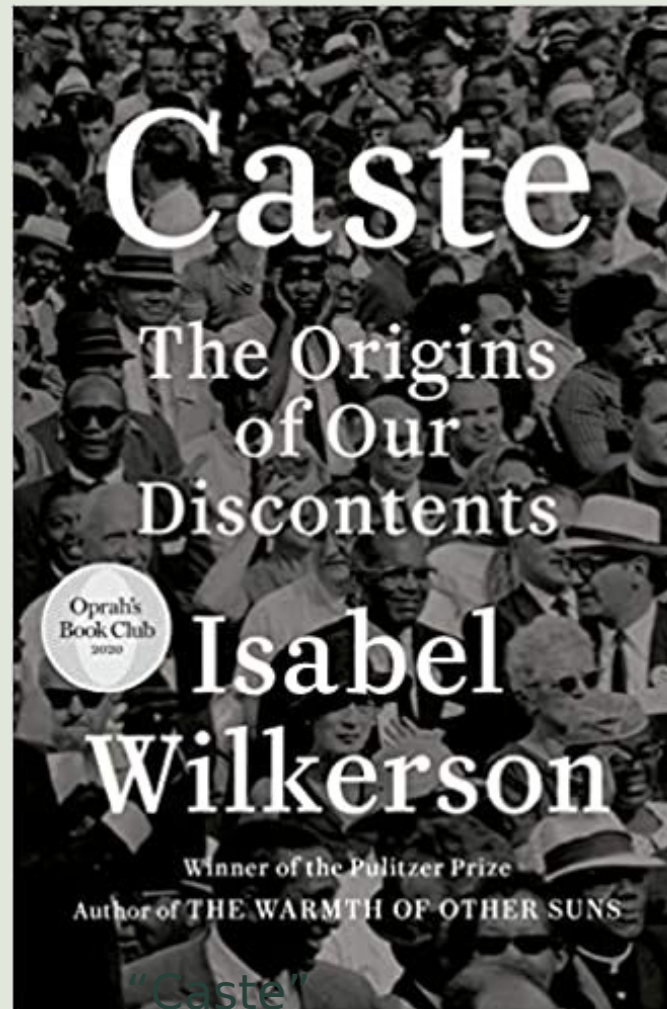


- As bell hooks reminds us, bridges are walked on.

# Power Matters

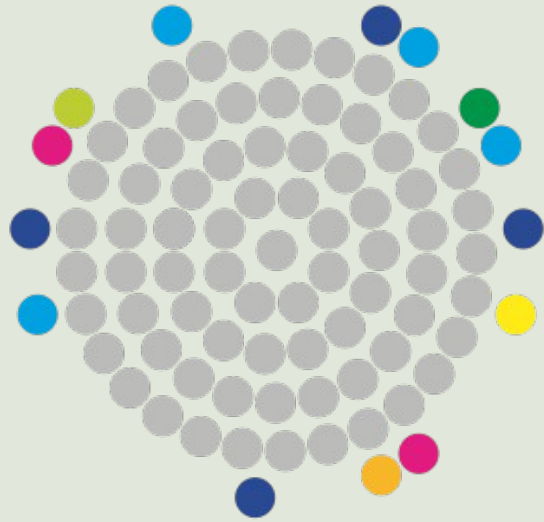
- Bridging may look different where there is a power differential. Power is positional, structural, and hierarchal.
- People can gain power through *linking* social networks and creating social capital.
  - Individuals can build relationships with institutions and individuals who have relative power to access resources.
- Power also shifts.
- For example: people of color may have more power than whites in certain settings (e.g. an anti-racism conv



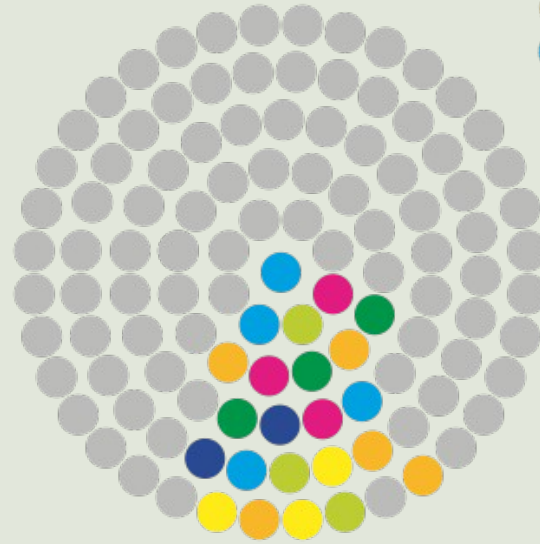




*Belonging includes the power to cocreate structures and systems.*



Exclusion



Inclusion



Belonging

Bridge — Listen, engage, organize,  
empathy

# Not Belonging Has sequences

*A Black Yale Student Was Napping, and a White Student Called the Police*



The Yale campus. A graduate student in the university's African studies program said she was harassed for taking a nap in a common area. Dave Sanders for The New York Times

*Amy Cooper Faces Charges After Calling Police on Black Bird-Watcher*

Ms. Cooper was captured on video calling the police after Christian Cooper asked her to keep her dog on a leash in Central Park.

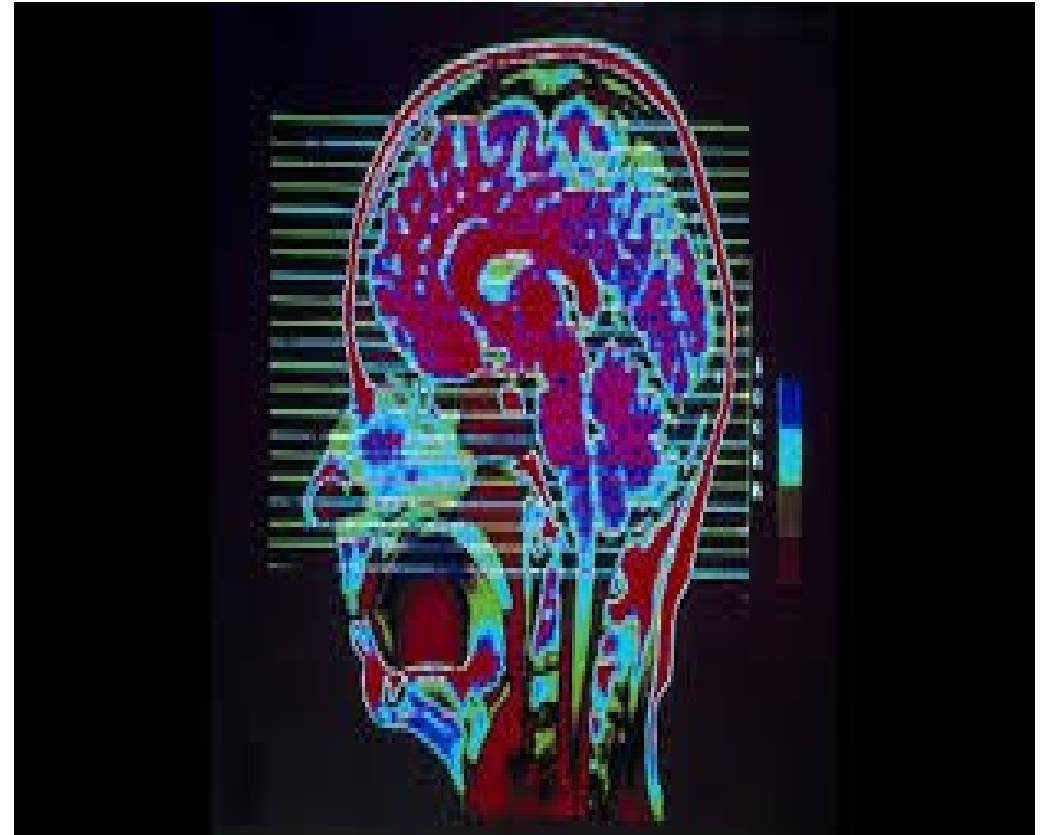
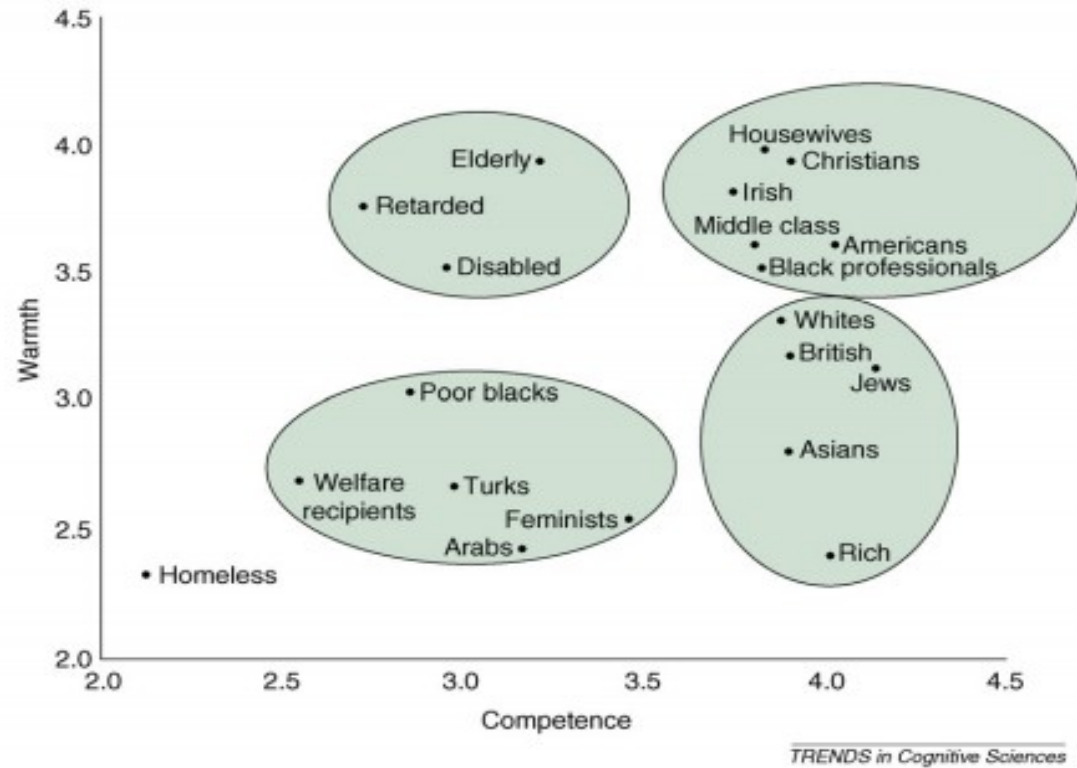


Amy Cooper was captured on video reporting Christian Cooper to the police. Christian Cooper

*Starbucks C.E.O. Apologizes After Arrests of 2 Black Men*



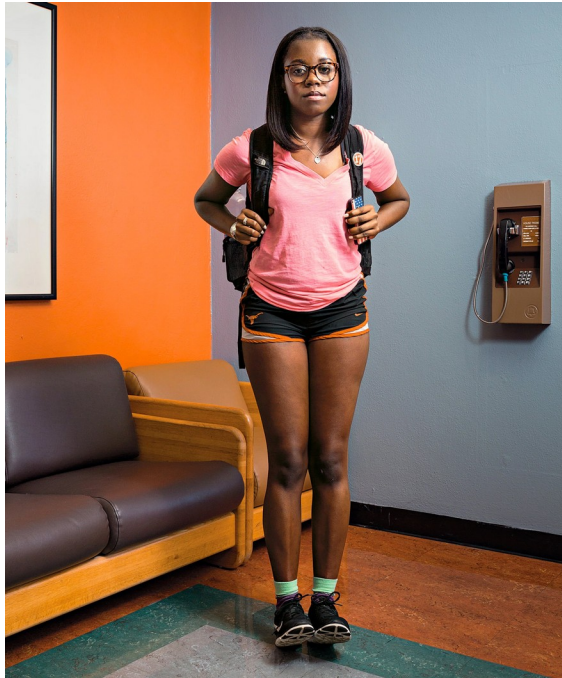
# Universal Dimensions of Social Cognition (Susan Fiske et al.)



Those in the lower quadrant fail to activate the brain's medial prefrontal cortex which is associated with social cognition. This means people registering low warmth and competence are dehumanized by observers.



# Belongingness Intervention



Vanessa  
Brewer

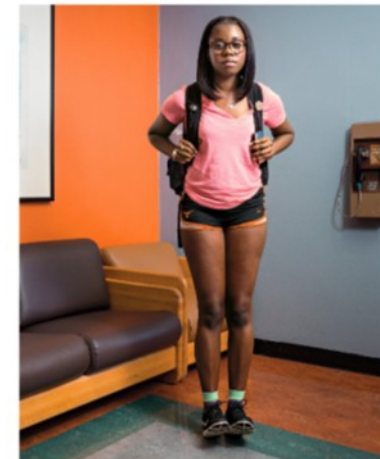
- UT-Austin Intervention - Targeted messages seemed to help individuals overcome doubts about belonging and their academic potential.
- Effects of the Intervention
  - Tripled the percentage of African-American students who earned G.P.A.s in the top quarter of their class, and it cut in half the black-white achievement gap in G.P.A.
  - Significantly decreased the number of health visits by African-American students.

# The importance of belonging: how belonging affects performance.

Many studies show that belonging and group identity impacts performance. **There is a direct correlation between students belonging and doubts about their ability to perform well in academic settings.** This doubt creates an incentive to drop out of school, thus continually perpetuating the cycle of “othering” in the nation’s collegiate **system.**



## Who Gets to Graduate?



Vanessa Brewer Bill McCullough for The New York Times

# ***Indices of Othering***

**Lack of effective voice**

**Lack of representation**

**Lack of recognition**

**Lack of power**



*People can experience strong othering in one or some of these areas and low or no othering in others. When someone experiences othering on all of these indices, then the othering is more likely durable. High durability also exists when othering happens between the interpersonal, structural, and cultural.*

# Deep Belonging

- **Belonging** connotes something fundamental about how groups are structurally positioned within society as well as how they are perceived and regarded. There's an *affective* component.



- Belonging is more than joining a club – it is about co-creating and co-owning structures to belong.

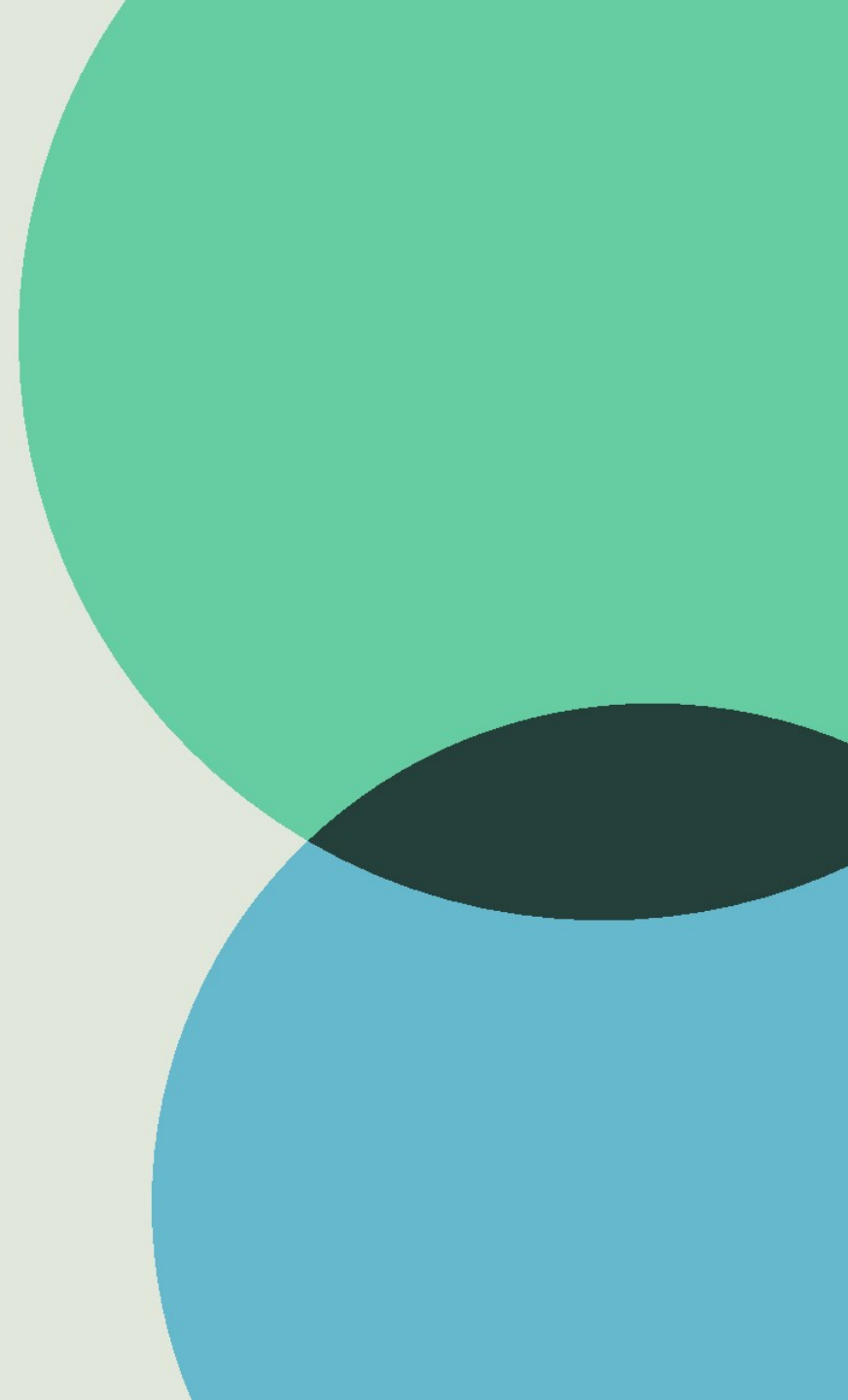


# Mind Science and the Importance of Human Connection



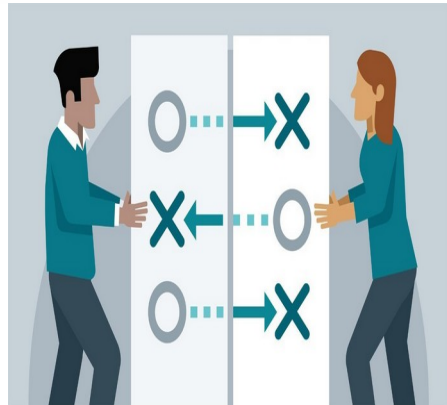
***Source of Strength Support***

***Relational Catalyst Support***





***Personal***



***Strate  
gic***



***Organizati  
onal***

***Levels  
of  
Trust***

# Structures and symbols matter?

Think about how the design of certain structures are biased. 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.



# Structures Can Bridge or Break



## The Renaissance Center - Detroit

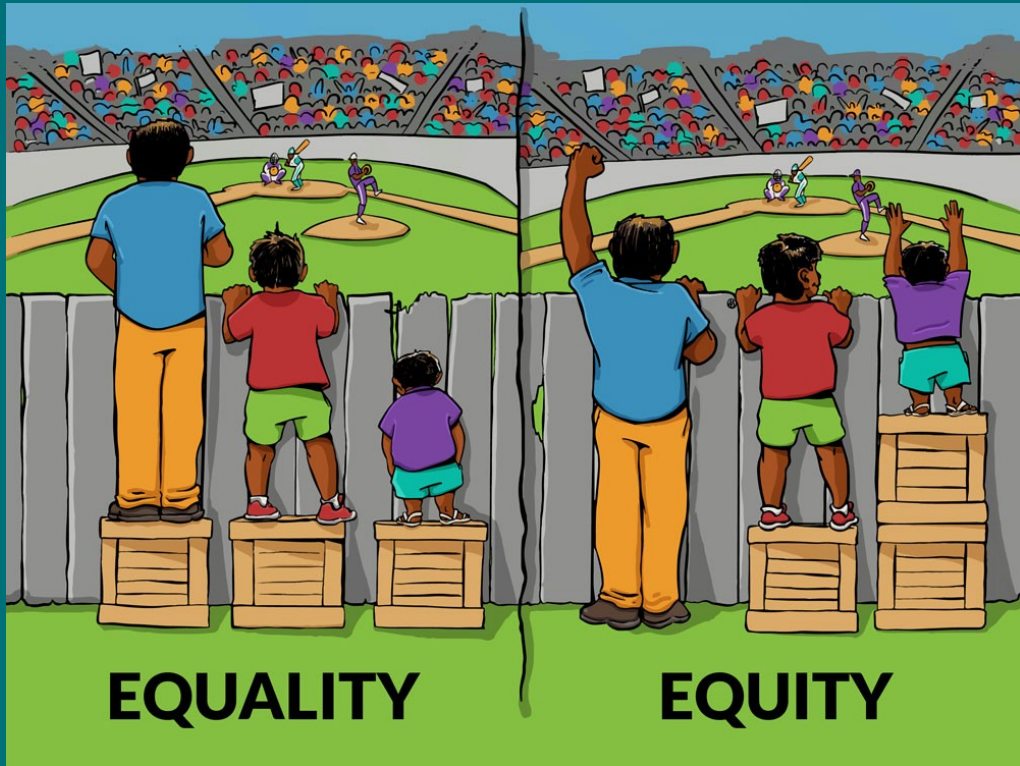
Once a fortress, now a space that invites public interaction

# Stories and Narratives

Who's in our stories? Who is represented?  
Who is left out?

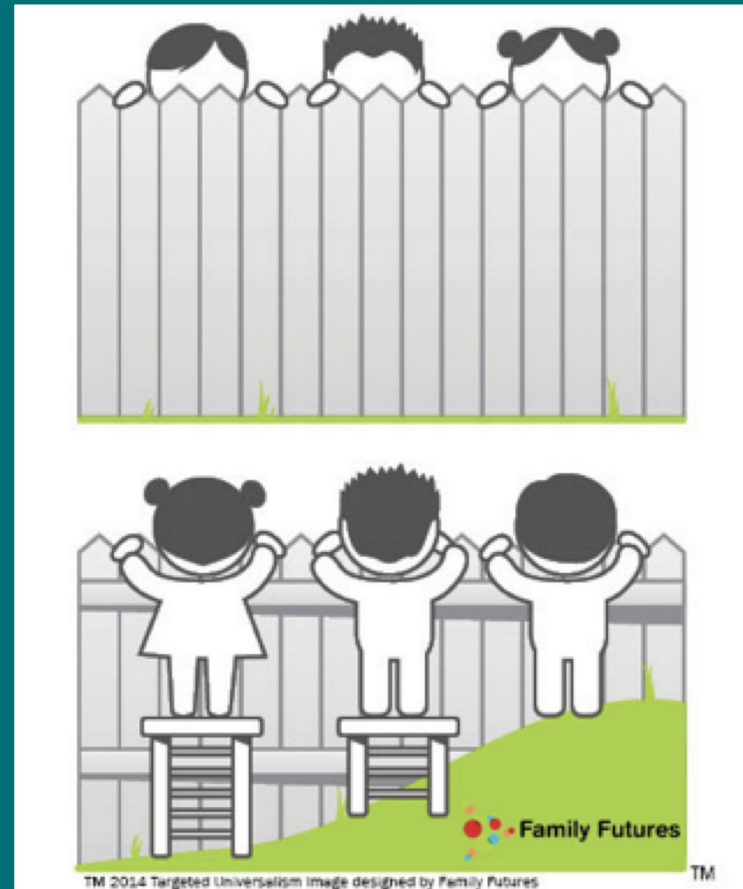


How do we expand our circles to include everyone in our stories and narratives?



**EQUALITY**

**EQUITY**

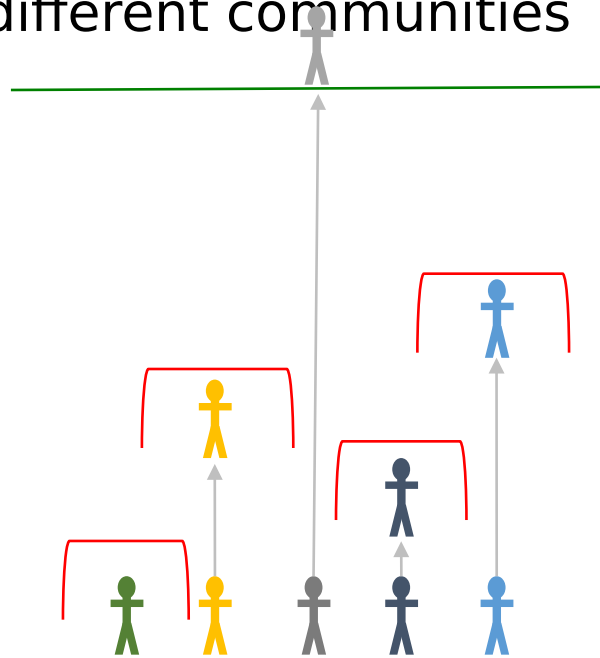


TM 2014 Targeted Universalism Image designed by Family Futures

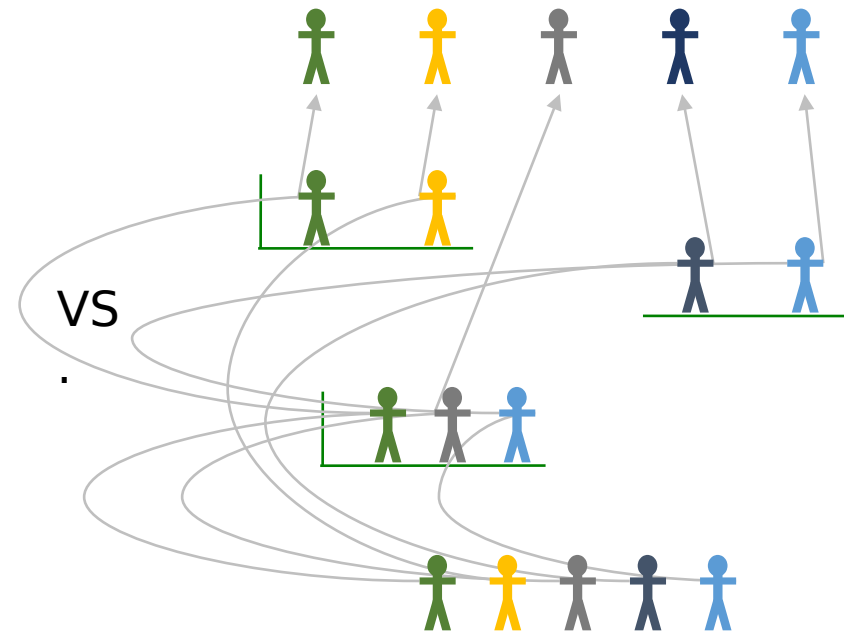
TM

# Targeted Universalism

Structural inequity  
produces consistently  
different outcomes for  
different communities



Targeted universalism  
responds with universal goals  
and targeted solutions



# Targeted universalism in practice.

This strategic framework...

❖ Starts with identifying the universal goals for all, yet the current position of whites should not be normalized in the system whereby becoming the universal goal for all. So, set a universal bench mark/goal that is not dependent on the dominant group.

❖ Identify specific obstacles in particular geographies that limit certain populations from reaching those goals.

❖ Create targeted strategies for each group that are designed to affirmatively promote inclusion/belonging AND remove barriers to inclusion/belonging.

# Targeted Universalism Operationalizes Belonging

- Each group's differences must be taken into account
- T/U is designed through careful consideration of positionality and situatedness
- It is inclusive of all regardless of differences, it expands the 'we'
- T/U is a policy and communications strategy
- It avoids breaking and scarcity

# RACING TO JUSTICE

*transforming our conceptions of self and other  
to build an inclusive society*

*john a. powell*



For more information, visit:

<http://www.iupress.indiana.edu/catalog/806639>



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# Q&A

QUESTIONS & ANSWERS SESSION

