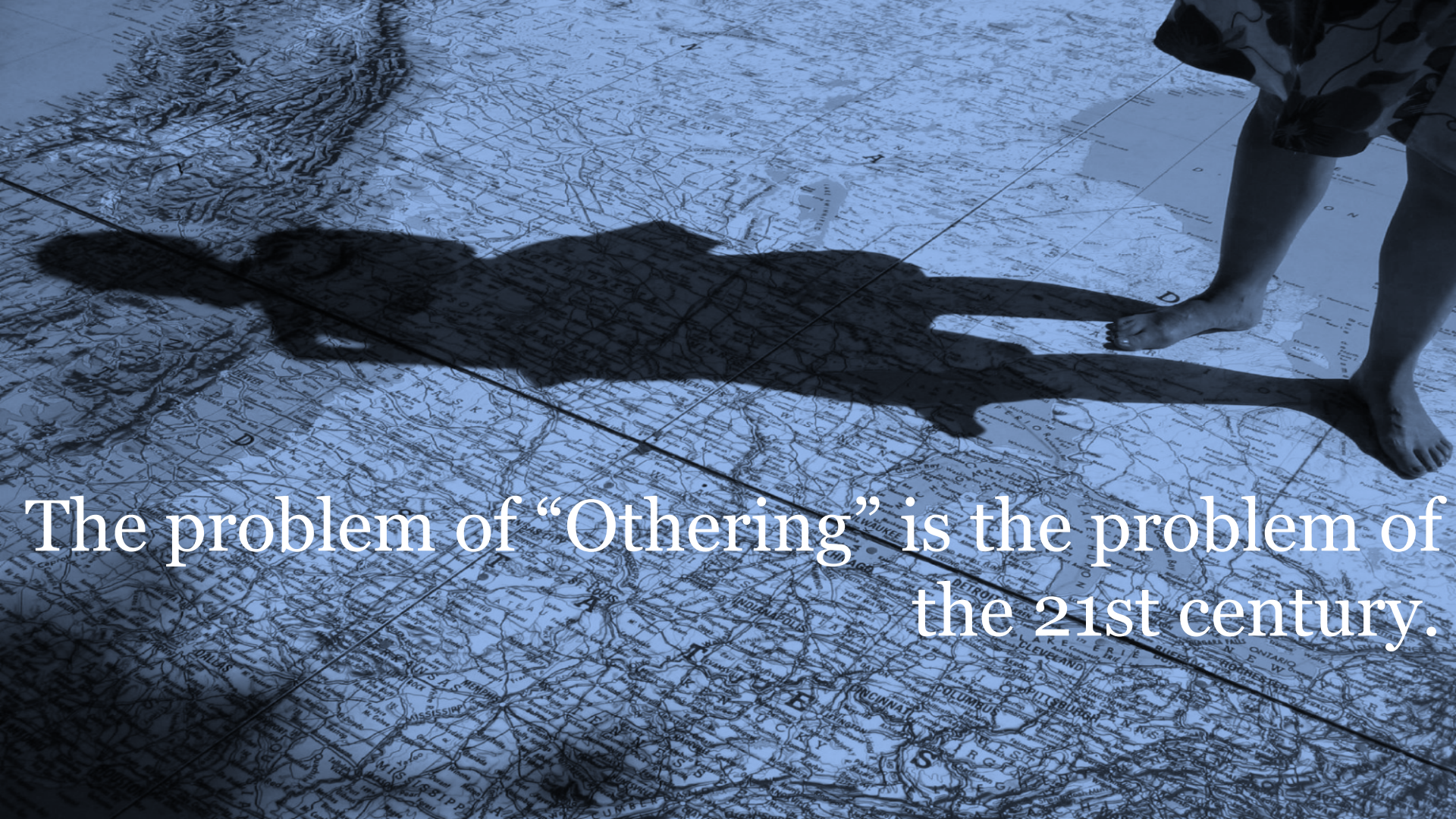


Othering and Belonging:

A Framework for a Fair and Inclusive Society



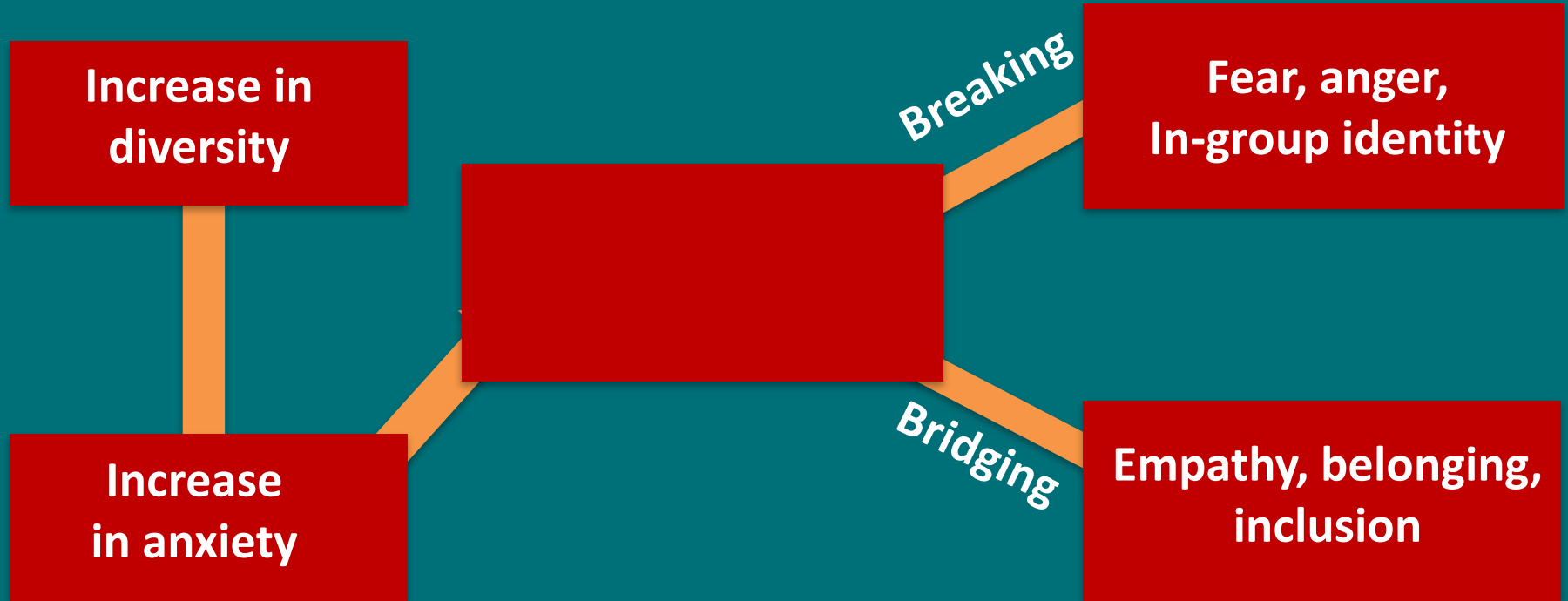
The problem of “Othering” is the problem of
the 21st century.





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

As diversity grows in 2017, so does anxiety:



As diversity grows in 2017, so does anxiety:



The background of the image consists of a dense field of red spheres, possibly marbles or beads, arranged in a grid-like pattern that recedes into the distance. The spheres are highly reflective, showing bright highlights and dark shadows. In the middle of the field, slightly to the right of the center, one sphere is colored blue, making it stand out from the rest. The text is overlaid on the upper portion of the image.

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

What's going on in 2017?

1. Increase in **diversity**

1



What's going on in 2017?

1. Increase in **diversity**
2. Increase in **anxiety**

2



1



What's going on in 2017?

1. Increase in **diversity**
2. Increase in **anxiety**
3. Look to **leadership** to set **meta-narrative**



3

2

1



3

a



What's going on in 2017?

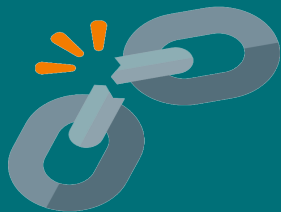
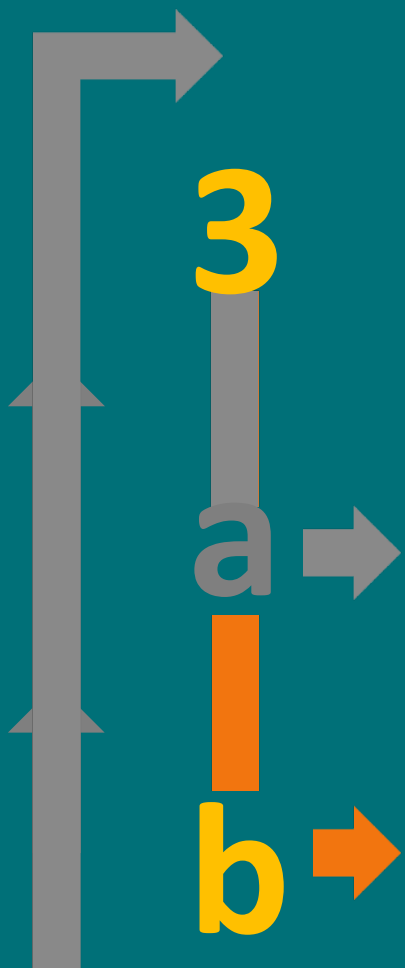
1. Increase in **diversity**
2. Increase in **anxiety**
3. Look to **leadership** to set **meta-narrative** that...

a. bridge communities.

EMPATHY

INCLUSION

BELONGING



What's going on in 2017?

1. Increase in **diversity**
2. Increase in **anxiety**
3. Look to **leadership** to set **meta-narrative** that...

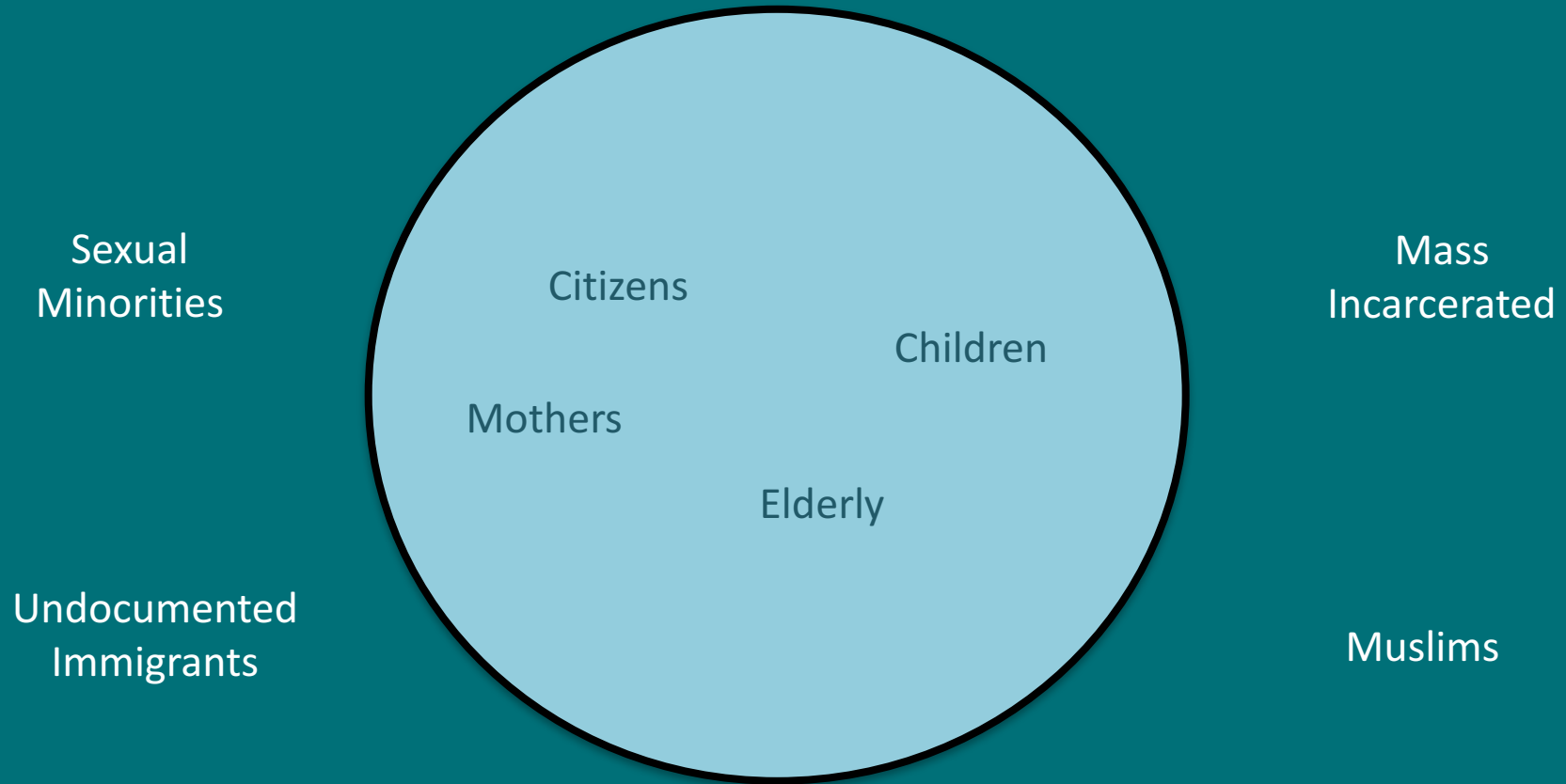
b. breaks communities.

FEAR

ANGER

OTHERING

Who is in the circle of human concern?



Mechanisms of Othering in the mind:



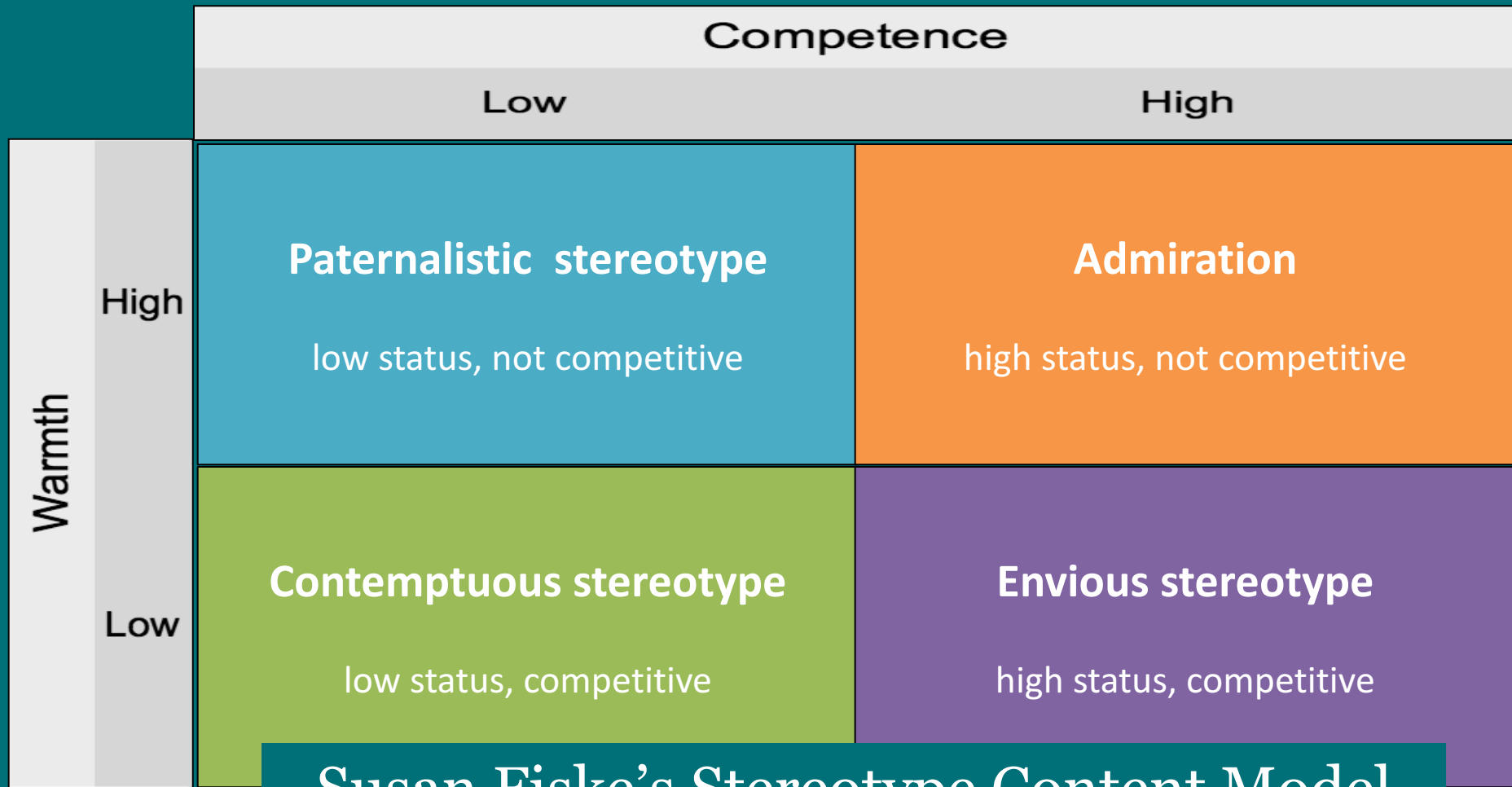
Our subconscious...

1 sorts into categories.

2 creates associations between things.

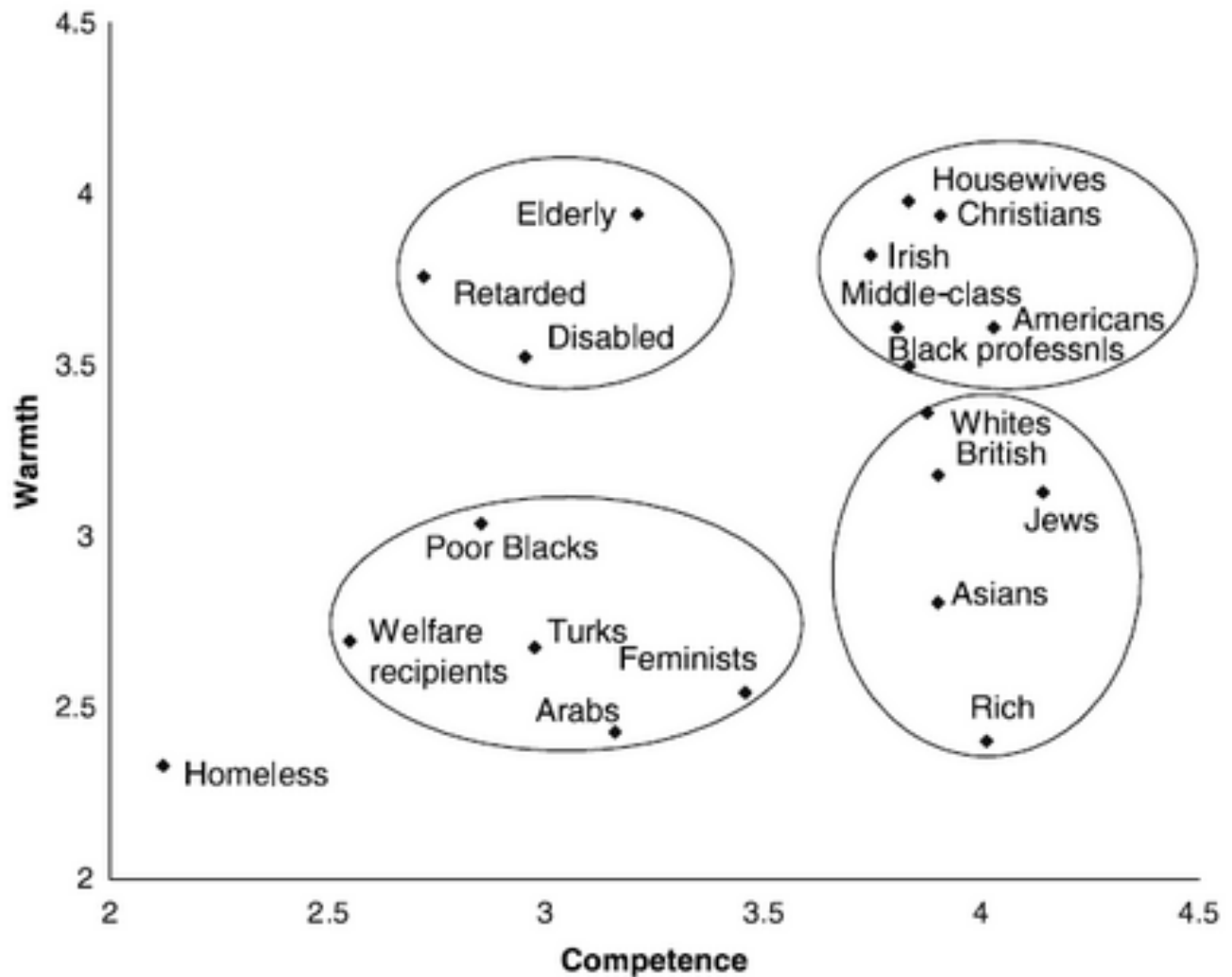
3 fills in the gaps when we only receive partial information

= **Schemas:** the “frames” through which our brains help us understand and navigate the world.



Susan Fiske's Stereotype Content Model

Britain's Stereotype Content Model (Cuddy et. Al 2007)



ECONOMIC BEING
WEALTH



POLITICAL BEING
POWER



ONTOLOGICAL BEING
IDENTITY/SELF/SPIRIT



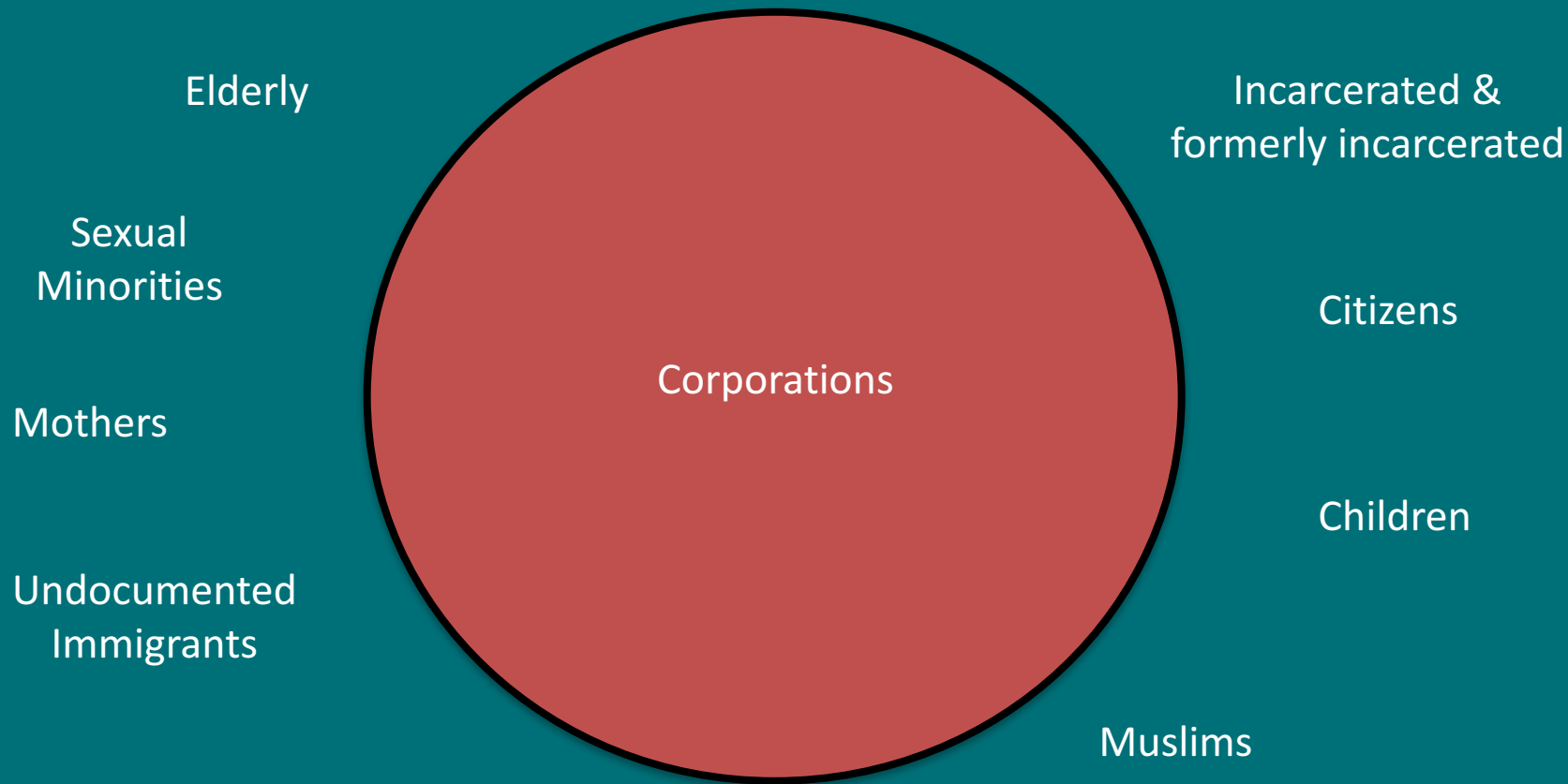
Othering anxiety used to attack government



Imagine neoliberalism as a car

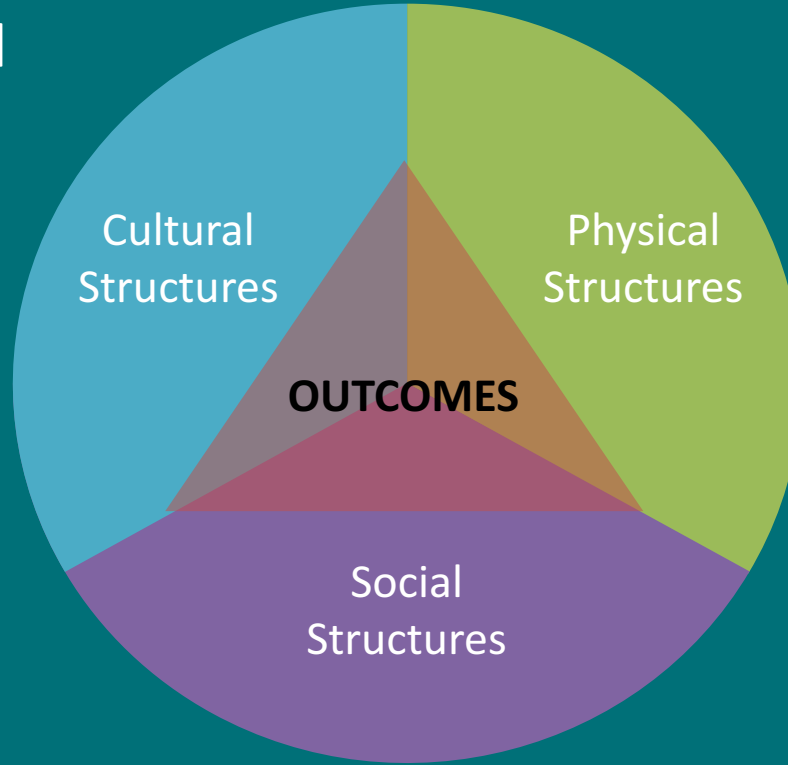
- Othering and/or strategic anxiety as the gas or fuel
- It is the force that “drives” neoliberalism ethnic nationalism

Unfortunately, this is our reality:



Othering within structures

We are all situated within structures but not evenly.



These structures interact in ways that produce a differential in outcomes.

Othering & marginalization limits opportunity

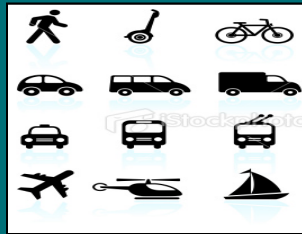
We can define opportunity through access to:



EDUCATION



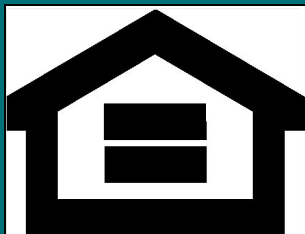
ECONOMY



TRANSPORTATION



FOOD



HOUSING



JUSTICE



HEALTHCARE



COMMUNICATIONS

However, this is an issue of **membership** and **belonging**.

Example: Racial Othering in San Francisco



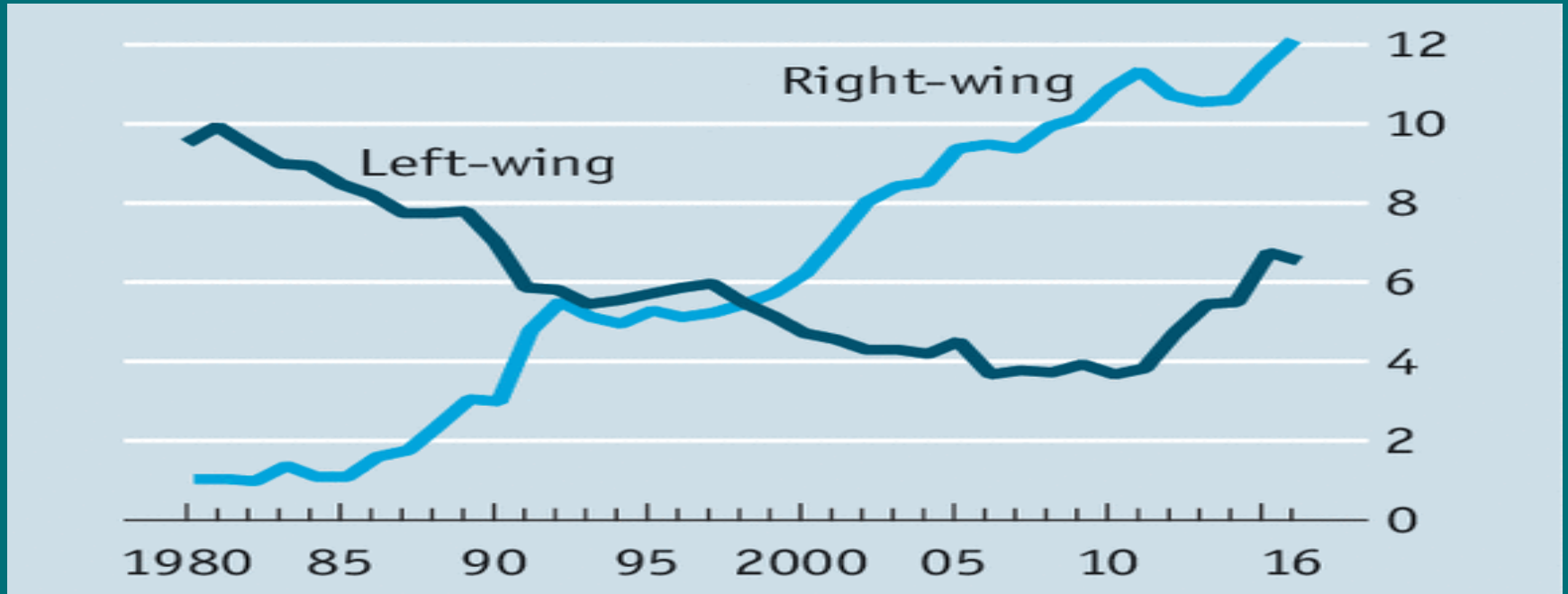
What's different about now? A new breaking narrative:



“[Mexican immigrants] are bringing drugs, they're bringing crime. They're rapists. And some, I assume, are good people.”

“You're living in your poverty, your schools are no good, you have no jobs, 58 percent of your (black) youth is unemployed — what the hell do you have to lose?”

Demagoguery in a global perspective: from Europe...



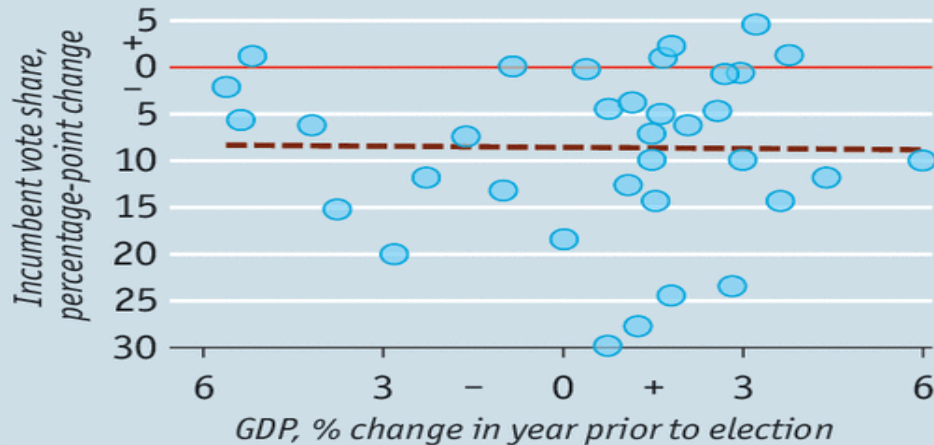
* 33 European countries. See "Drawbridges up," The Economist, July 30, 2016.

VOTES FOR TOTALITARIAN AND AUTHORITARIAN POPULIST PARTIES AS %
OF VOTES IN MOST RECENT NATIONAL ELECTIONS*

Demagoguery in a global perspective: from Europe...

It's not about the money

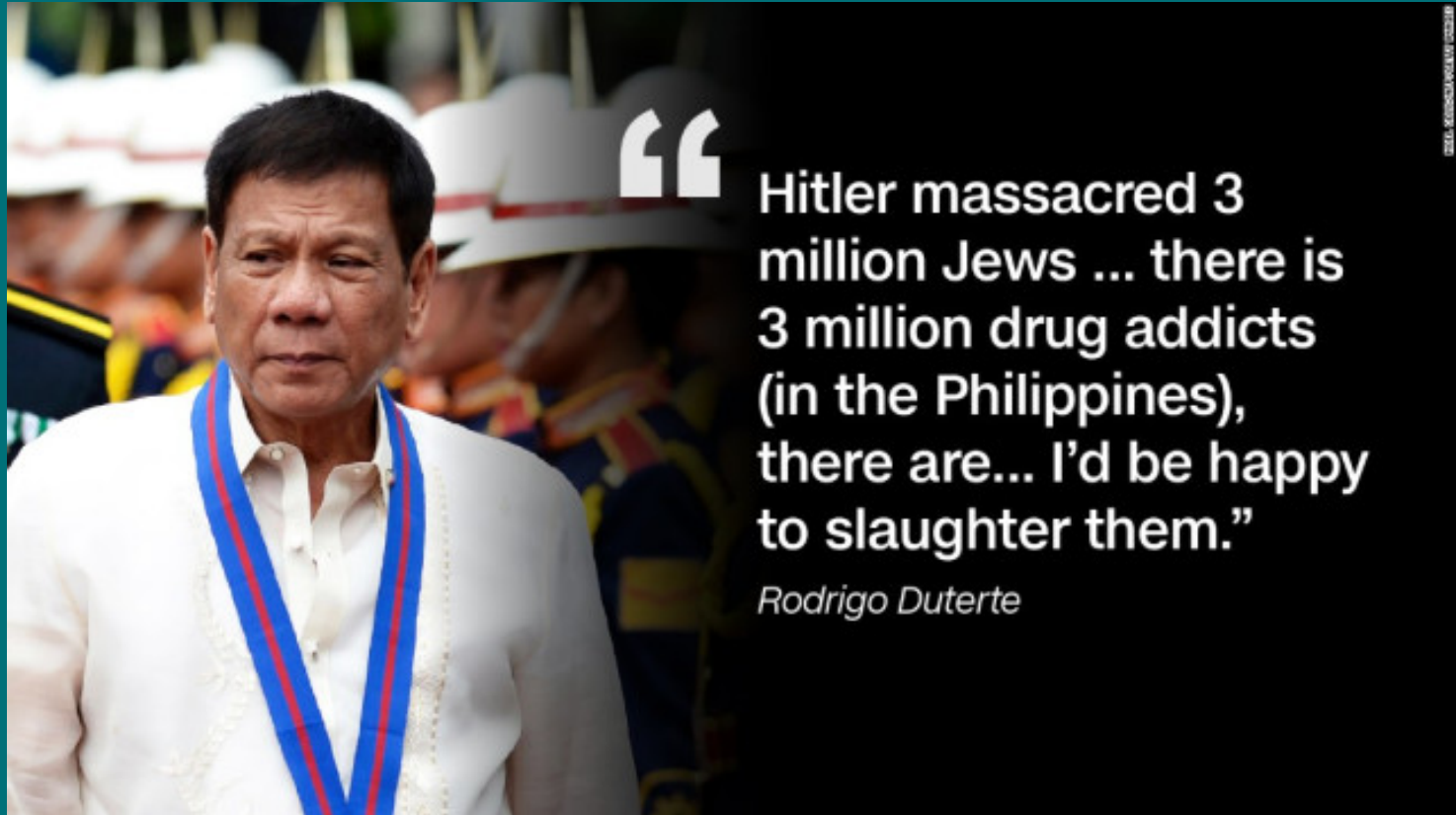
Western European elections, 2008–March 2017



Sources: Ruth Dassonneville and Michael Lewis-Beck; ParlGov; IMF; *The Economist*

“Seven years after the start of the euro crisis, European economies are at last recovering. But if governments think more money in voters’ pockets will keep them in power, they are in for a nasty surprise.”

Demagoguery in a global perspective — ... to Asia

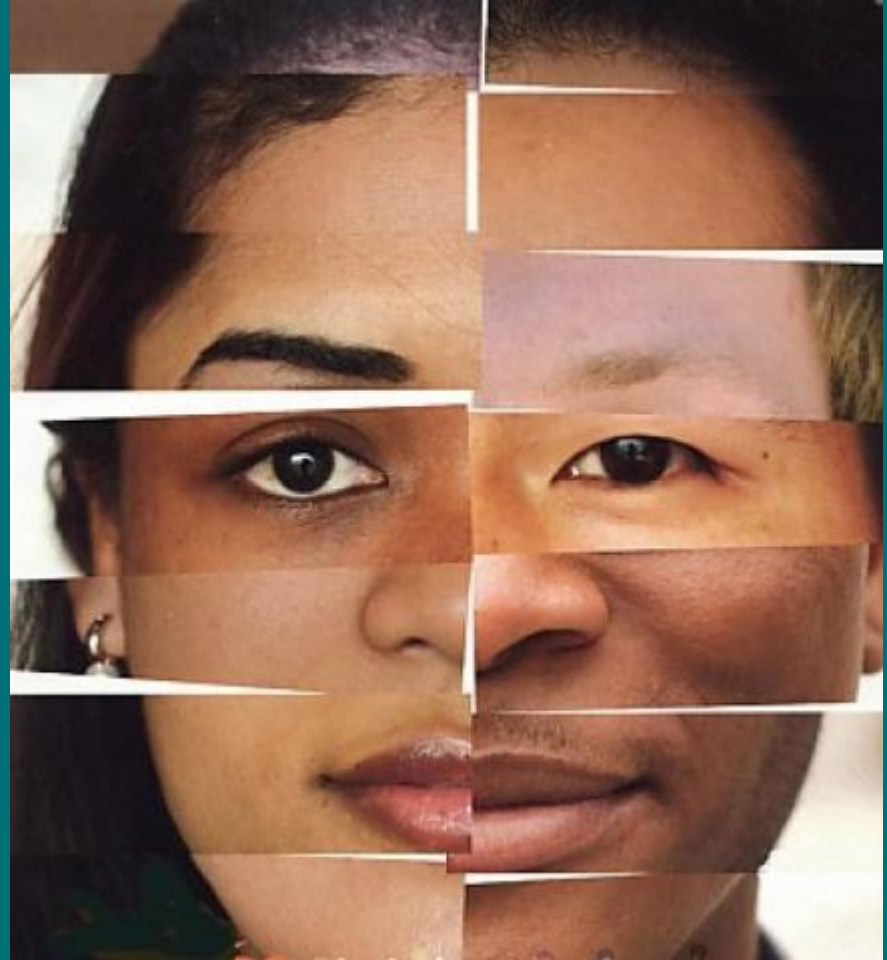


Demagoguery does not bridge — it **breaks**.



Shift away from
**political
moderation**
contributes to rising
inequality and
threats to democracy.

From Deeply Divided: Racial Politics and Social Movements in Post-War America
(New York: Oxford University Press, 2014)





Solutions? Recognizing the problem is not the same thing as solving it.



April 13, 2017—St. Albans Episcopal in Davidson, NC

Belonging

- Address our needs at all level
 - Including being
- Empathic bridging
 - Stories
 - Structure
 - Culture

Belonging

- Address our needs at all levels
 - Including being
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Solutions? Recognizing the problem is not the same thing as solving it.



1. **Suffer** together, starting at home.
2. Build **common vision**.
3. Moving from **movement** to **strategy** to **politics** to **community**
4. **Strategy – politics – community.**



We are all androgynous, not only because we are all born of a woman impregnated by the seed of a man but because each of us, helplessly and forever, contains the other — male in female, female in male, white in black and black in white. We are a part of each other. Many of my countrymen appear to find this fact exceedingly inconvenient and even unfair, and so, very often, do I. But none of us can do anything about it.

James Baldwin