



# *Bridging and Belonging: A Responsibility and Inheritance of the Dream*

**DATE**

January 18, 2021

**PRESENTER**

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Othering & Belonging Institute

**AUTHORIAL SUPPORT**

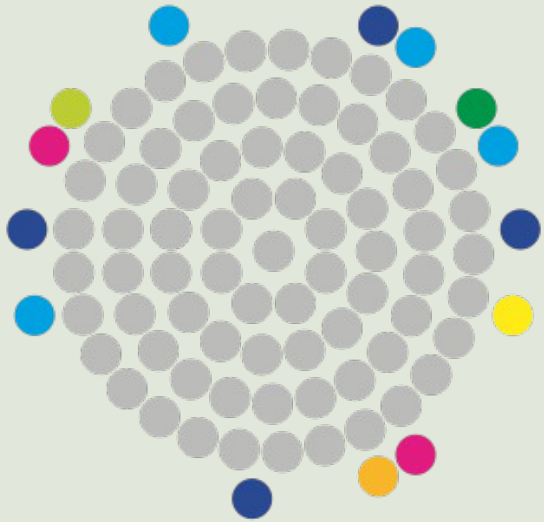
Othering & Belonging  
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# *What is Belonging, Bridging and Breaking?*

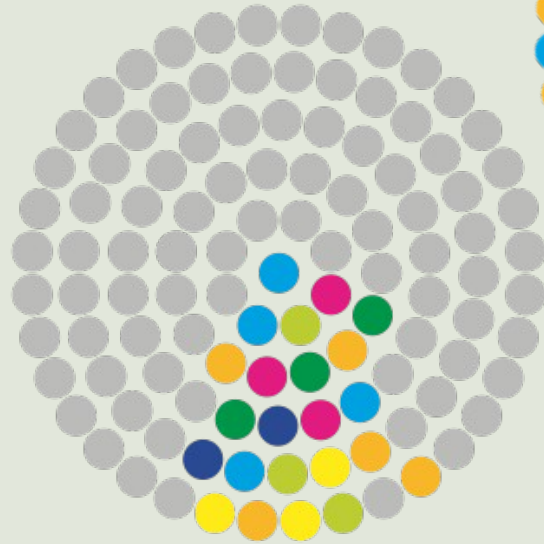


Belonging or being fully human means more than having access. Belonging entails being respected at a basic level that includes the right to both co-create and make demands upon society.

# Belonging



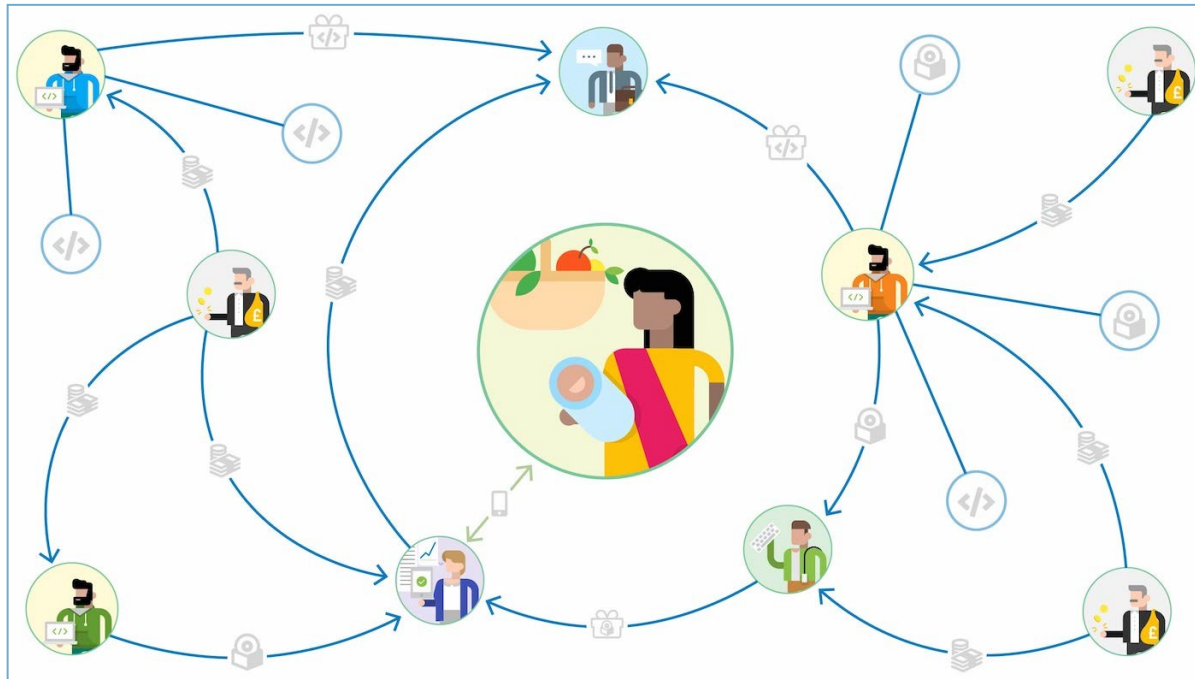
Exclusion



Inclusion



Belonging



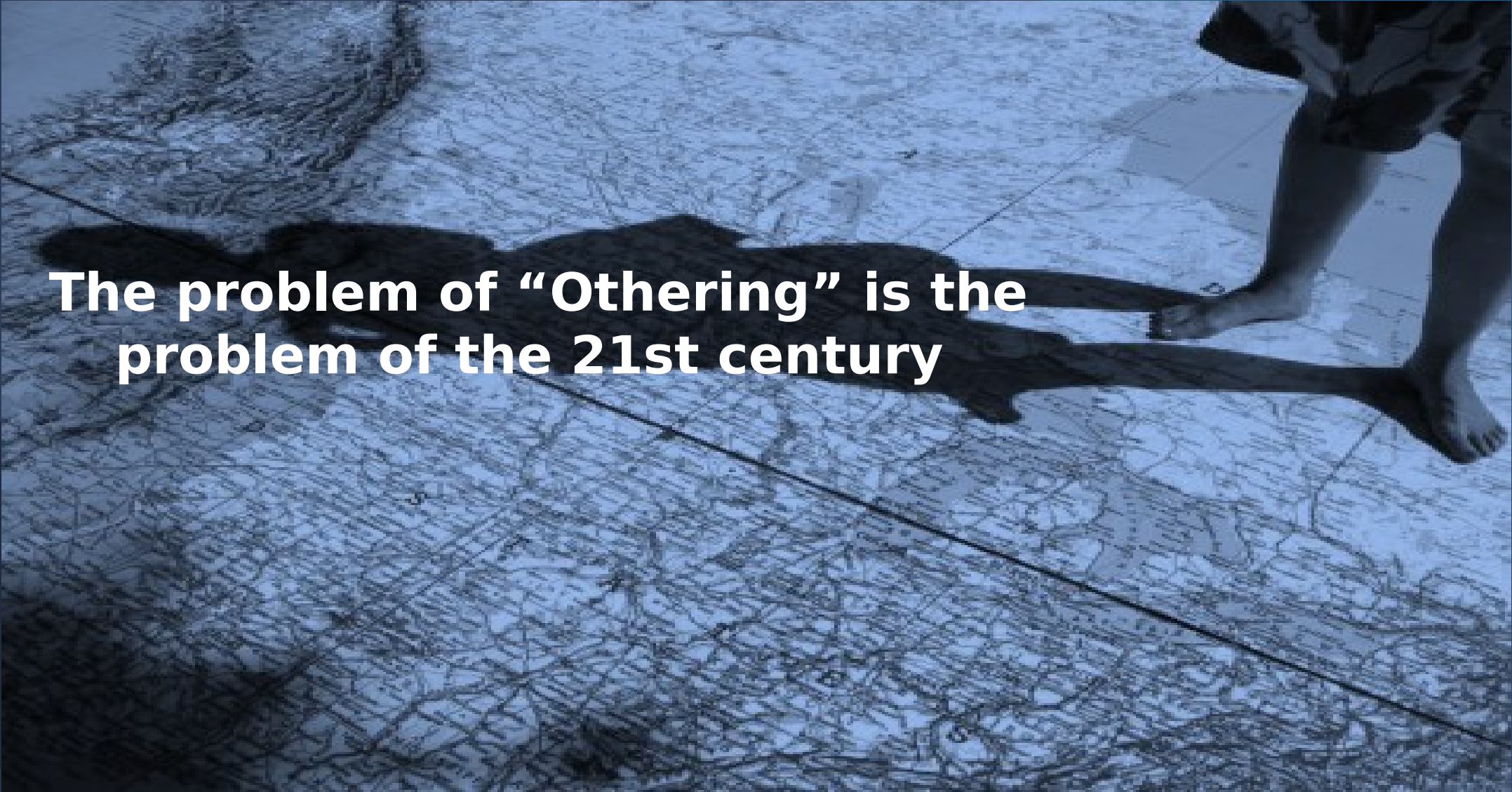
A just and inclusive society will see all of its members as inside our circle of belonging.

# Interrogating Dualism

Othering and belonging

Bridging and breaking

Targeted Universalism

A photograph showing the lower legs and feet of a person walking on a light-colored, patterned tiled floor. A long, dark shadow is cast across the tiles, extending from the person's feet towards the left. The text is overlaid on the shadow.

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

# Bridging On the One Hand, Breaking on the Other



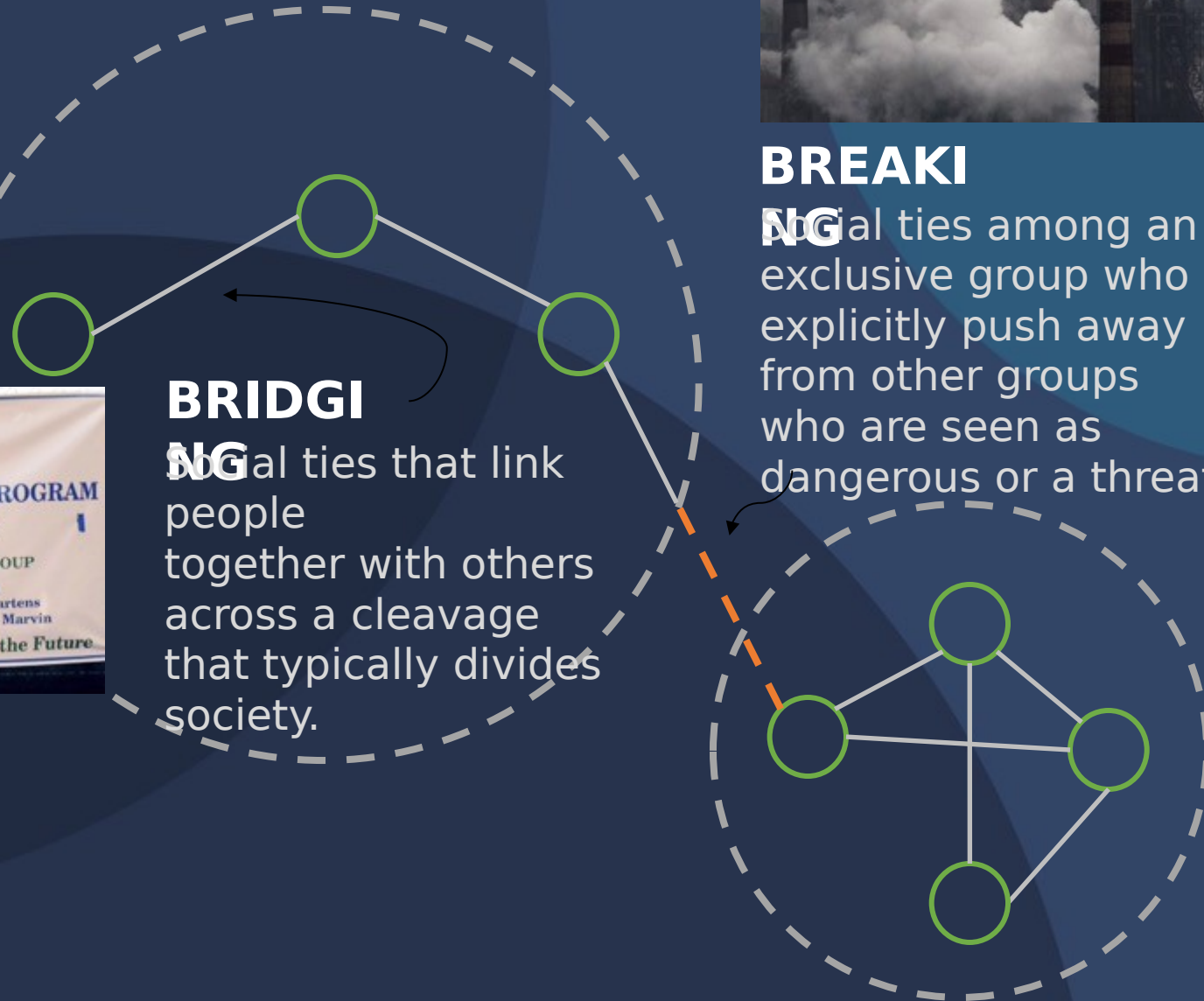
## **BREAKI**

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



## **BRIDGI**

**NG**ial ties that link people together with others across a cleavage that typically divides society.

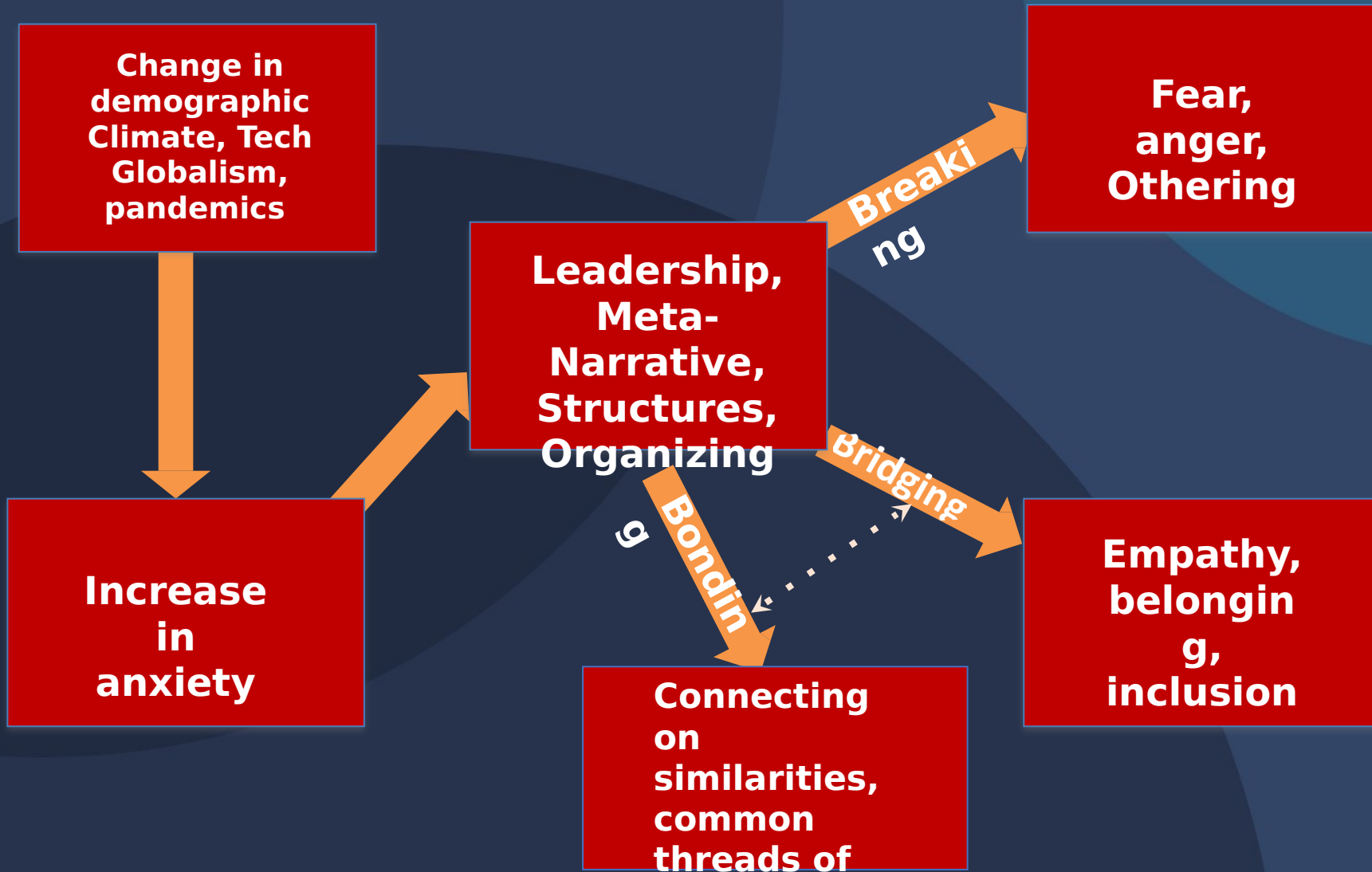







[https://www.youtube.com/watch?v=PGcbFj4J\\_gc](https://www.youtube.com/watch?v=PGcbFj4J_gc)

# Rapid change produces collective anxiety:





Who belongs?  
Who is in the we?  
We need a better story

# Breaking and Bridging

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

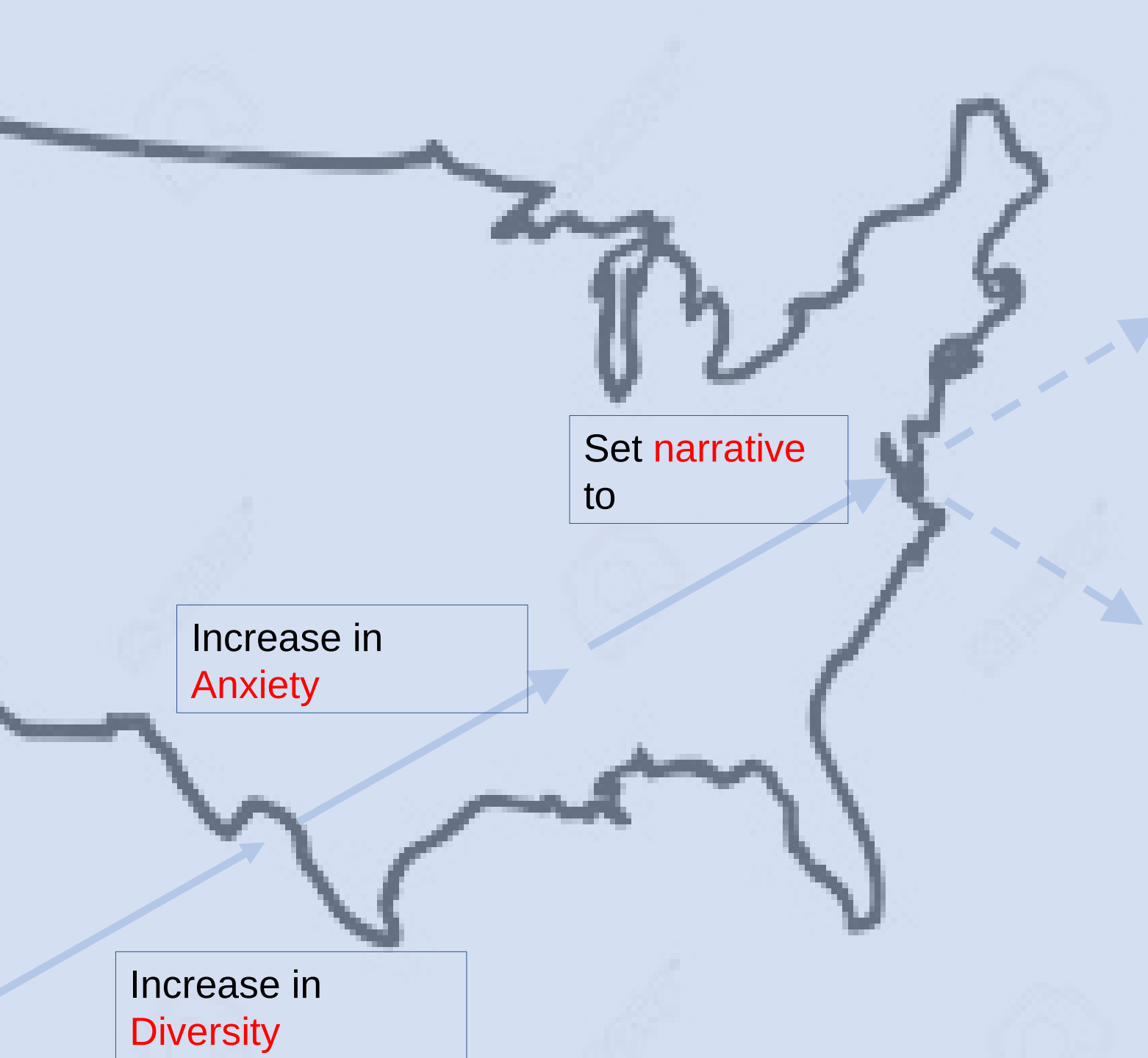
Some bridges require more effort to build and maintain. Others are a short distance.



## From Diversity, Equity, and Inclusion to Bridging and Belonging

Why move from DEI to Bridging and Belonging?

- We don't want to just welcome people into existing structures
- We want people to co-create structures and institutions together
- We want to build systems that are welcoming to all and that everyone has a stake in, systems that everyone has constructed cooperatively. Where everyone is represented and the work of bridging happens through co-creation



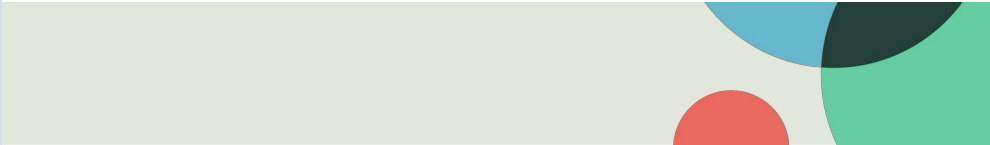
Increase in  
Diversity

Increase in  
Anxiety

Set narrative  
to

**Bridging  
Communities**  
Belonging  
Empathy  
Inclusion

**Breaking  
Communities**  
Fear  
Anger  
Othering



# *Indices of Othering*

**Lack of effective voice**

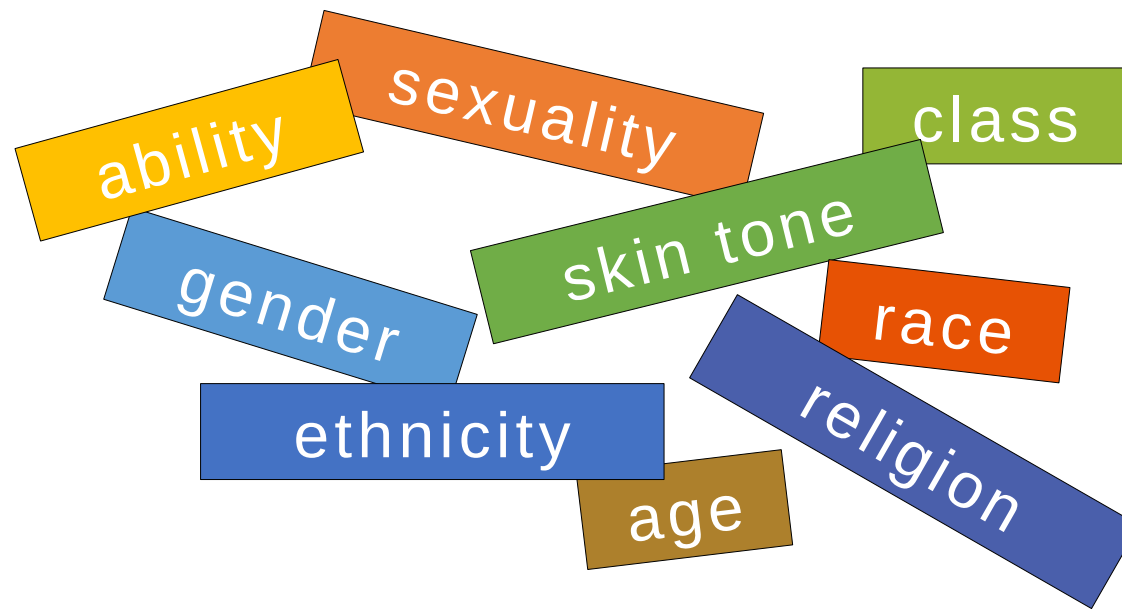
**Lack of representation**

**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.*



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



A close-up photograph of a large number of glossy, spherical objects arranged in a grid. Most are red, but one in the middle-right area is blue. The background is a dark blue gradient.

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

“I’ve come upon something that disturbs me deeply. We have fought hard and long for integration, as I believe we should have, and I know we will win, but I have come to believe that we are integrating into a burning house. I’m afraid that America has lost the moral vision she may have had, and I’m afraid that even as we integrate, we are walking into a place that does not understand that this nation needs to be deeply concerned with the plight of the poor and disenfranchised.

-Reverend Martin Luther King Jr.

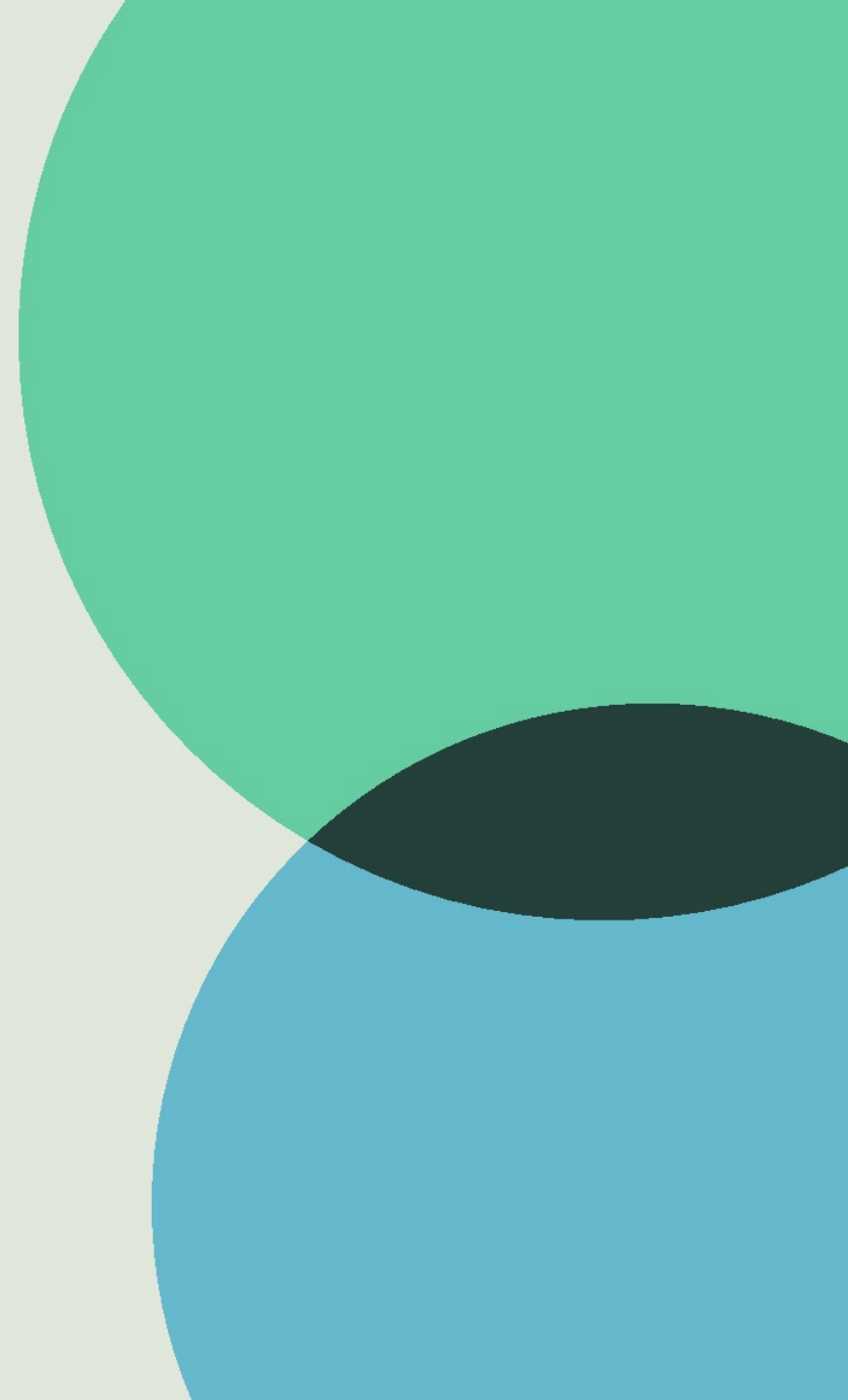




Our goal is to  
create a beloved  
community and  
this will require  
a qualitative  
change in our  
souls as well as  
a quantitative  
change in our  
lives.

Rev. Dr. Martin Luther King, Jr.

PAINTING: KAREN DE COSTER



**“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***

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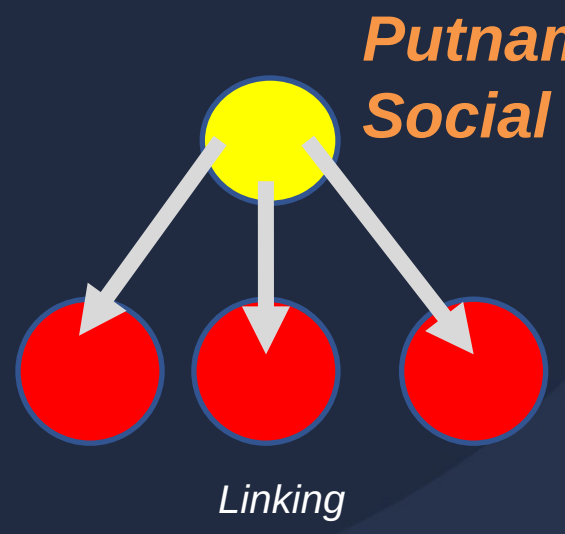
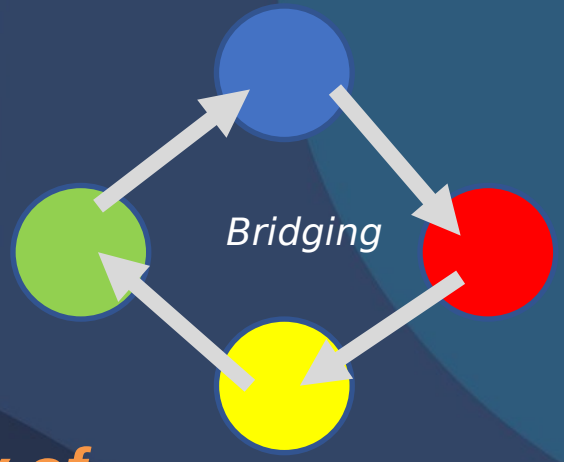
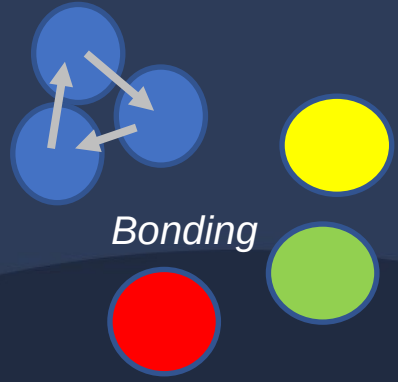
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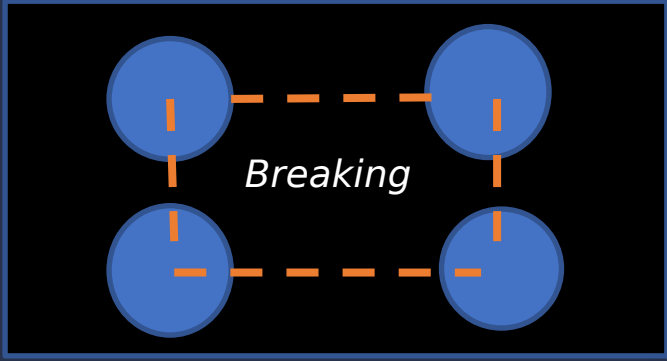
The background features several overlapping circles in various shades of blue, ranging from a dark navy blue to a lighter, medium blue. The circles are positioned in a way that they overlap each other, creating a layered effect. The text is centered horizontally and vertically within the frame.

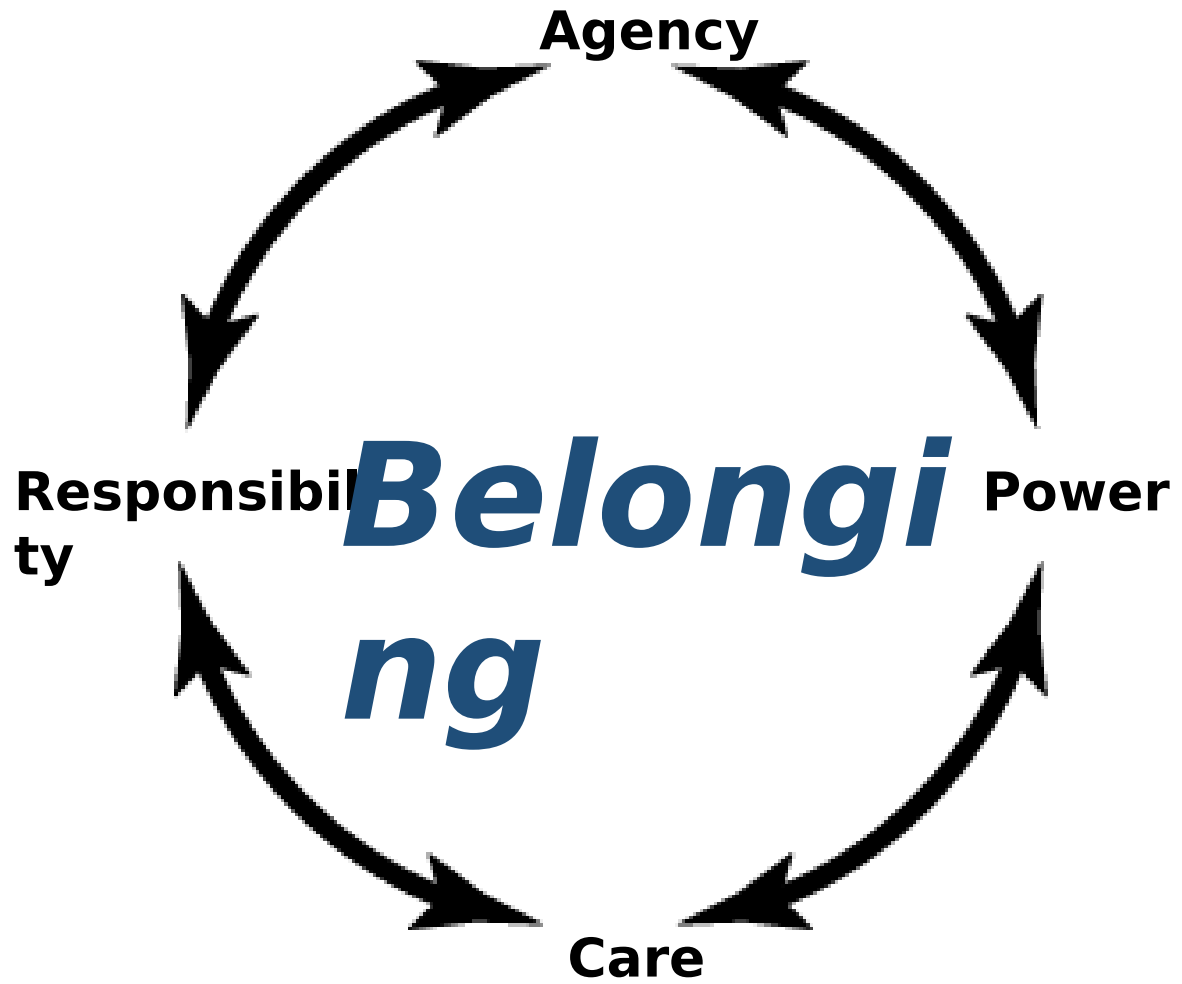
Who are the patriots?





# Putnam's Theory of Social Capital

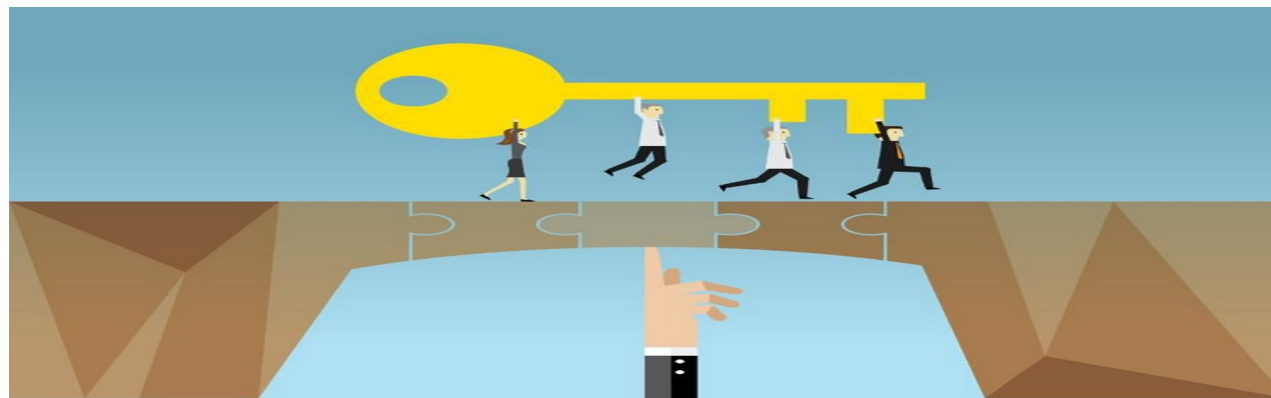






# Power Matters

- 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 convening)





Be hard on structures  
Softer on people

# Q&A

QUESTIONS & ANSWERS SESSION

