

Polarization and Preconditions: *Bridging Across Identities for a Society of Belonging*

DATE

April 6th , 2021

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A photograph of a person's legs and feet standing on a floor covered with a map. A long, dark shadow of the person is cast onto the map, stretching from the right side towards the left. The shadow's outline is clearly visible against the map's details. The person is wearing patterned shorts and is barefoot.

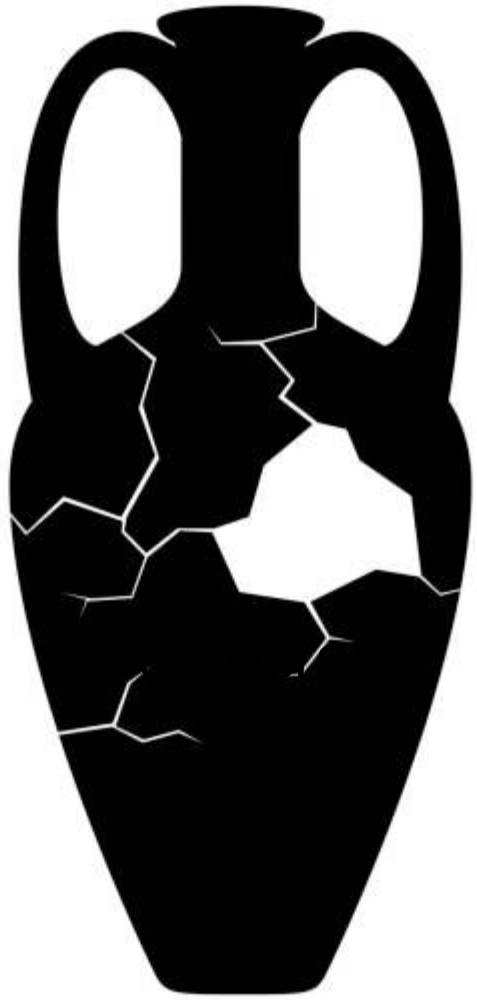
The problem of “Othering” is the problem of the
21st century

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

Transactional to Transformational



A Crack in the Container

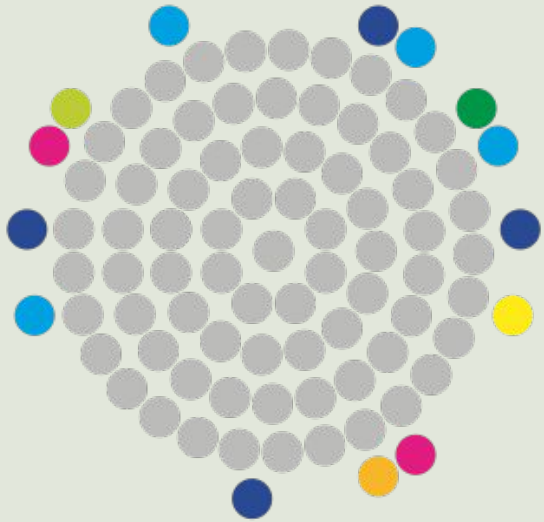


When there's a crack in the container, when the context in which we live is broken, everyone feels othered and our solutions need to be more radical.

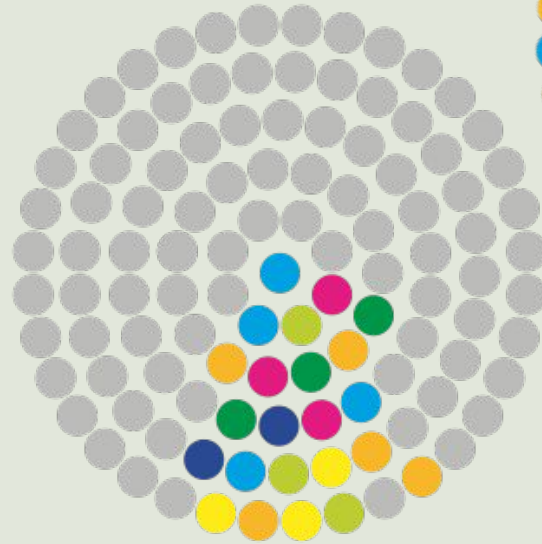




A Larger inclusive WE Belonging



Exclusion



Inclusion



Belonging

Co-Creation

- The co-creation required for belonging goes beyond allyship to partnership.



eliminating racism
empowering women
ywca
metropolitan chicago



MacKenzie Scott's philanthropy priorities

MacKenzie Scott announced in 2019 that she would give away at least half of her fortune, which is worth tens of billions of dollars. In July 2020, she disclosed an initial round of gifts totaling nearly \$1.7 billion.

Category ▼	Amount
Racial equity	\$587 million
Public health	\$128 million
LGBTQ+ equity	\$46 million
Global development	\$130 million
Gender equity	\$133 million
Functional democracy	\$72 million
Empathy & bridging divides	\$55 million
Economic mobility	\$400 million
Climate change	\$125 million

Amounts shown do not reflect the \$4.2 billion in additional giving Scott announced in December 2020.

Table: The Conversation, CC-BY-ND • Source: [MacKenzie Scott](#) • [Get the data](#)

together we must

start change
demand justice
admit we can do more
stand as one
right wrongs
listen and create a better future
end racism.

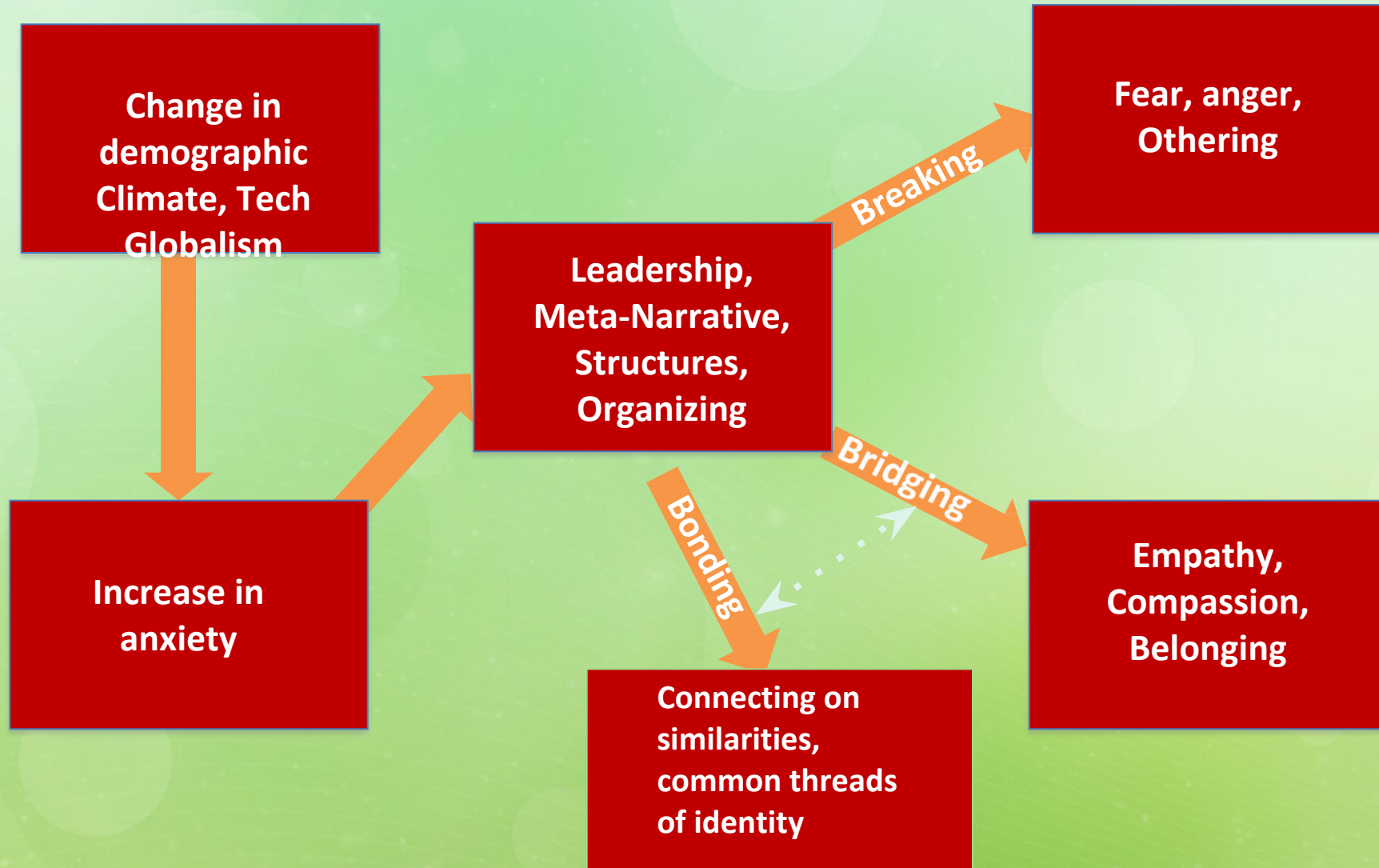
and together we will.

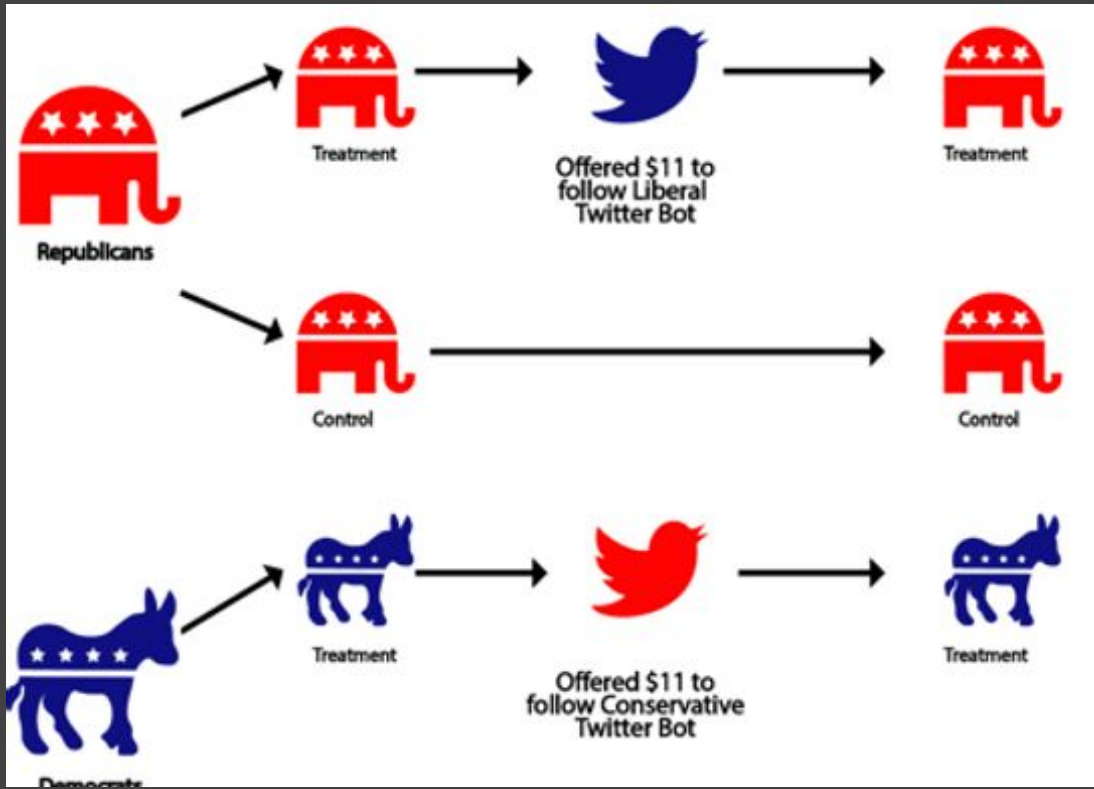




Polarization: *What
it means for us and
how do we co-
create to overcome?*

Rapid change produces collective anxiety and at times is polarizing:



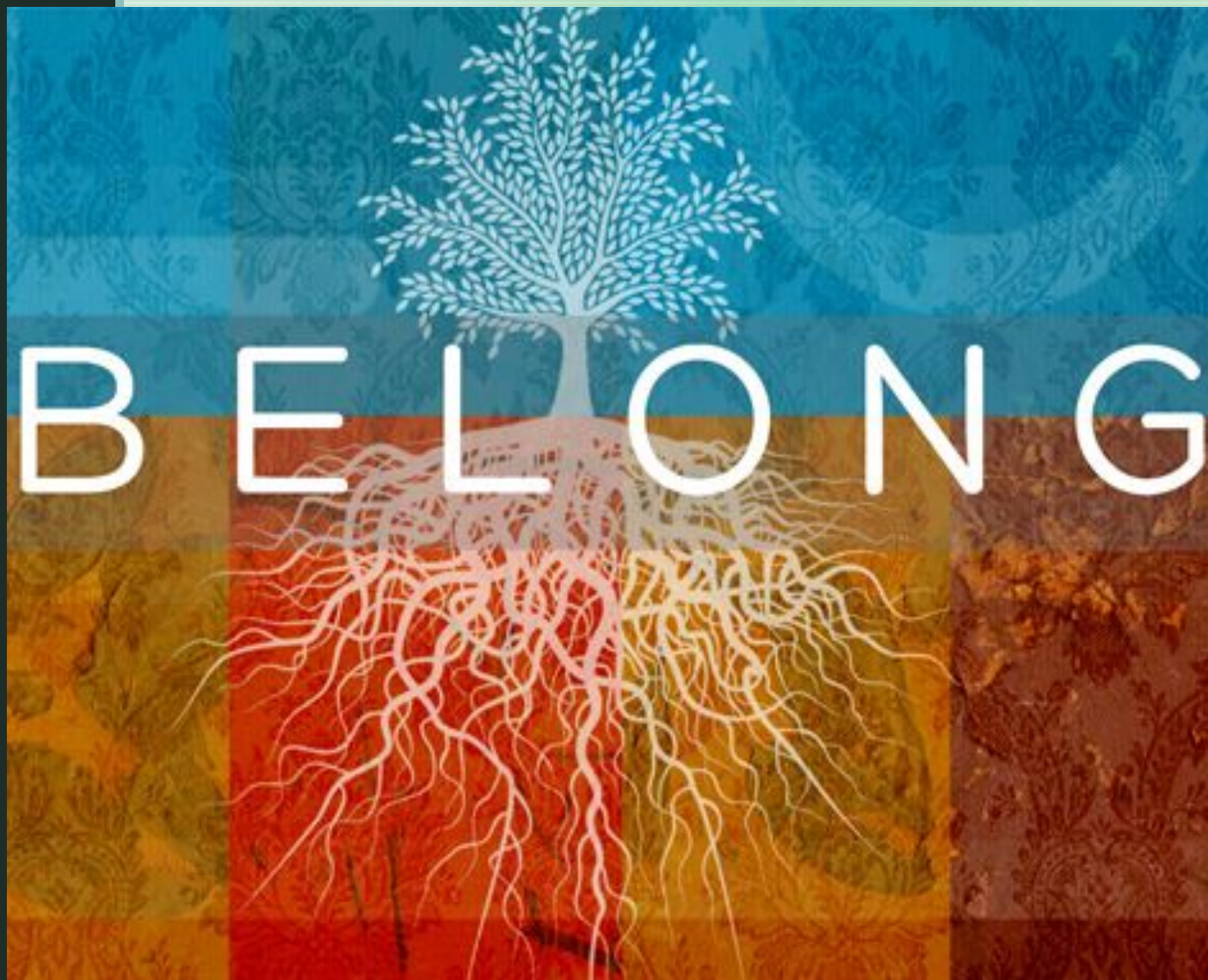


- Exposure to opposing views even on social media can increase polarization
- Demographic voting blocks in the 2020 election, brought power of POC voters forward



We must remove
preconditions and not
lose moral dimension
of these issues





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 >

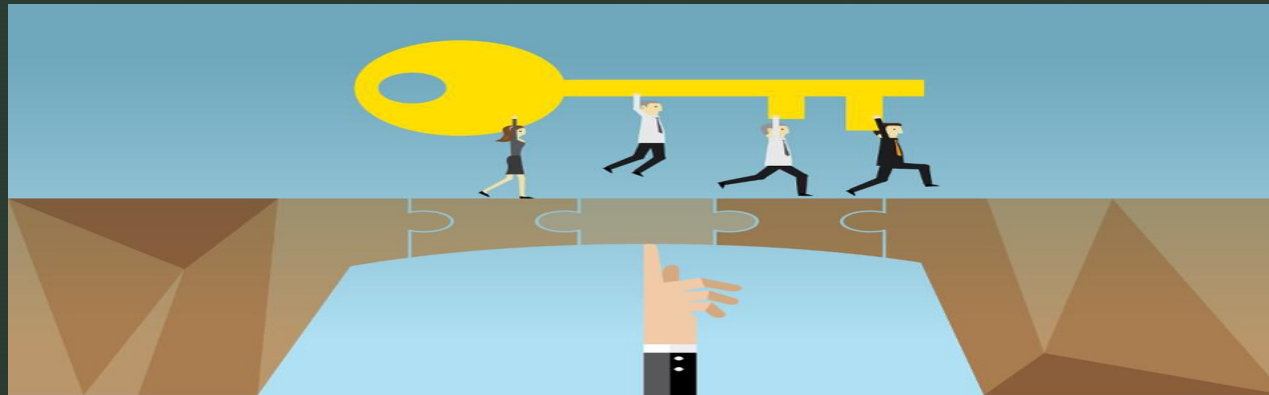
Bridging in All Facets of Life and Work



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

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)



Inter-Group Bridging



Bridging happens not only between individual, but between groups as well.



*“Bridging requires really listening,
not just to our policy positions, but
our deep emotions, our fear, our
desires, our injuries”*



USAID
FROM THE AMERICAN PEOPLE



CONFLICT ASSESSMENT FRAMEWORK

Version 2.0



- What matters and works
- 1. Leadership. De Klerk and Mandela; Trimble and Adams Northern Ireland
- 2. Civil engagement; Women of Liberia Mass Action for Peace; Millions of Conversation U.S.
- 3. Institutions/structures, fixing gerrymandering. Bridging

Creating space where everyone is heard

- This does not require flattening the hierarchy of the organization but understanding **investment**, **experience**, and **responsibility**.
 - Those with the same investment, experience, and responsibility will have the same say.
- A leader's role is to create space and make sure everyone can contribute, considering the multiple identities in the room.
- Leaders must contend with an emphasis on making sure marginal voices are heard and an emphasis on empathetic listening
- We all need to be **recognized** and **heard**. This is not the same as getting everything we want or being right but valuing each other.

Consider:

Who has the most power in the room?

Who has the most authentic voice?

How can leaders reinforce marginalized voices and ideas?

Design of the room



ELEMENTS OF POWER-BUILDING STRATEGIES

CONSTITUENCY

- Activating an impacted community
- Building disruptive economic, civic, or cultural power
- Siting decision-making power with constituent leaders
- Building structures for participation, leadership, and conflict
- Providing support and training for leaders

SYSTEMS FOCUS

- Race and racism examined in both diagnosis and solution
- Solutions not reliant on individual goodwill or charity
- Root causes identified
- Solutions institutionalized through policy or legislation
- Solutions can be leveraged for further change

FRAMING

- Values asserted in language, stories, images
- Points to history, root causes, and systems
- Centers the voice and experience of those directly impacted
- Sets new norms and introduces new concepts
- Emotionally resonant
- Enables action

TACTICS

- Diverse activities that build support, pressure the system
- May include research, community arts projects, direct action, boycotts, legislative lobbying, voter registration and turnout, protests, civil disobedience, petitions, negotiation

Philanthropy must begin prioritizing organizations that power build through bridging

Generosity is Not Enough



**Your Pledge is More than
Generosity**

What is Your Pledge?

Q&A

QUESTIONS & ANSWERS SESSION

