

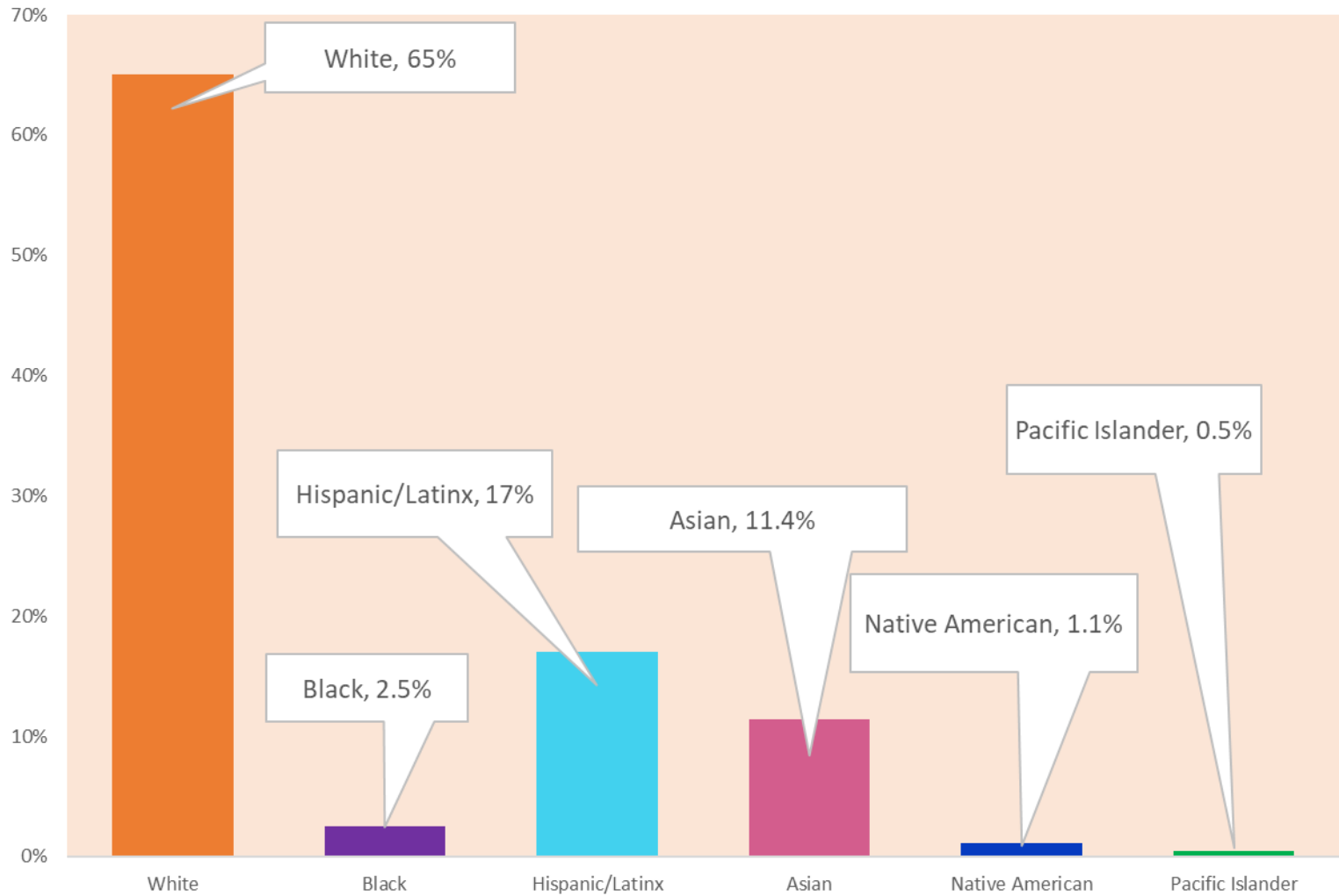
# Expanding the ‘We’: Building a Society of Belonging in the Face of Othering

**DATE:**  
October 25, 2019

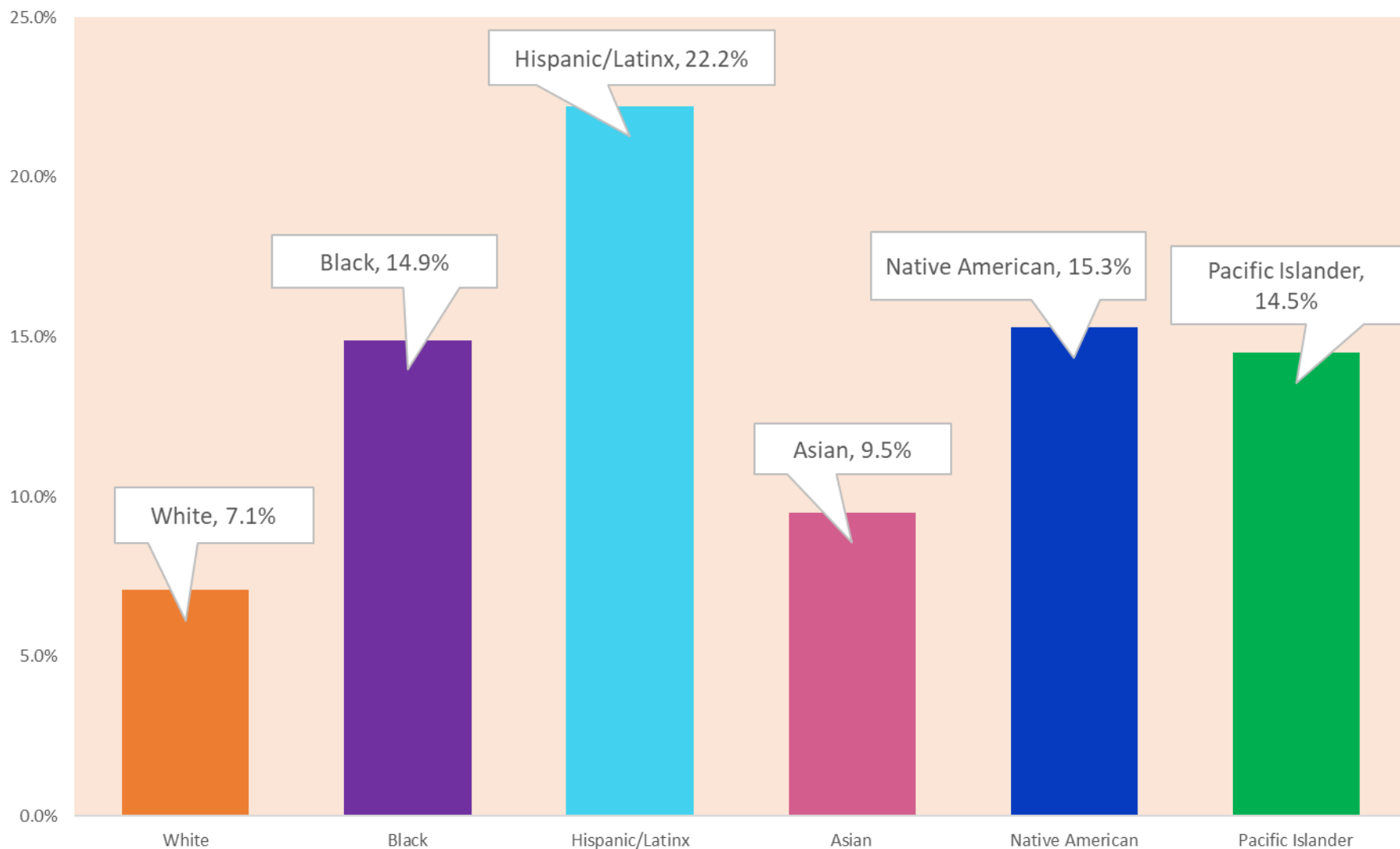
**PRESENTER:**  
john a. powell, Director, Haas  
Institute

**AUTHORIAL SUPPORT:**  
Haas Institute

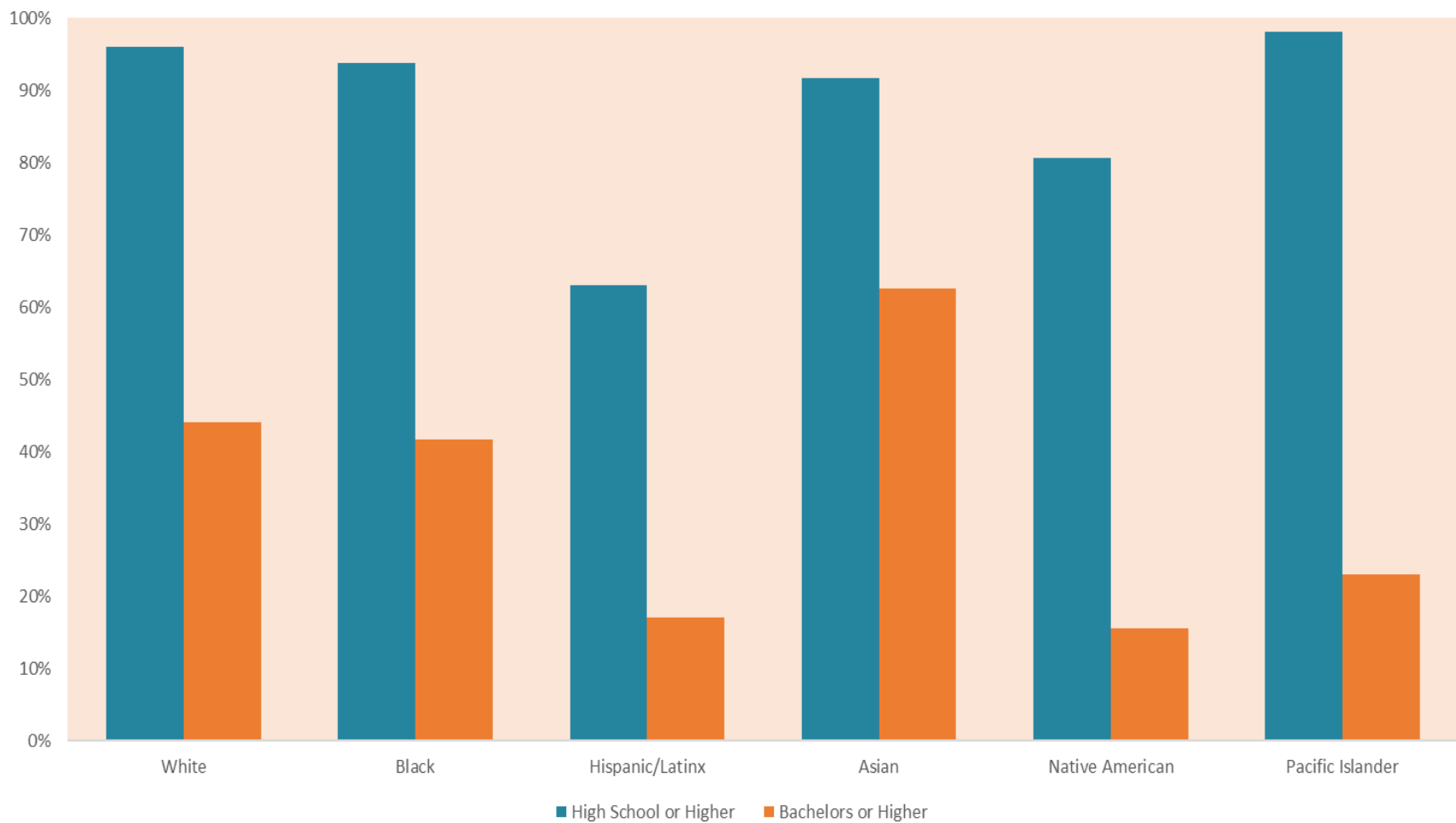
## Washington County Population by Race



## Washington County Percentage Below Poverty by Race

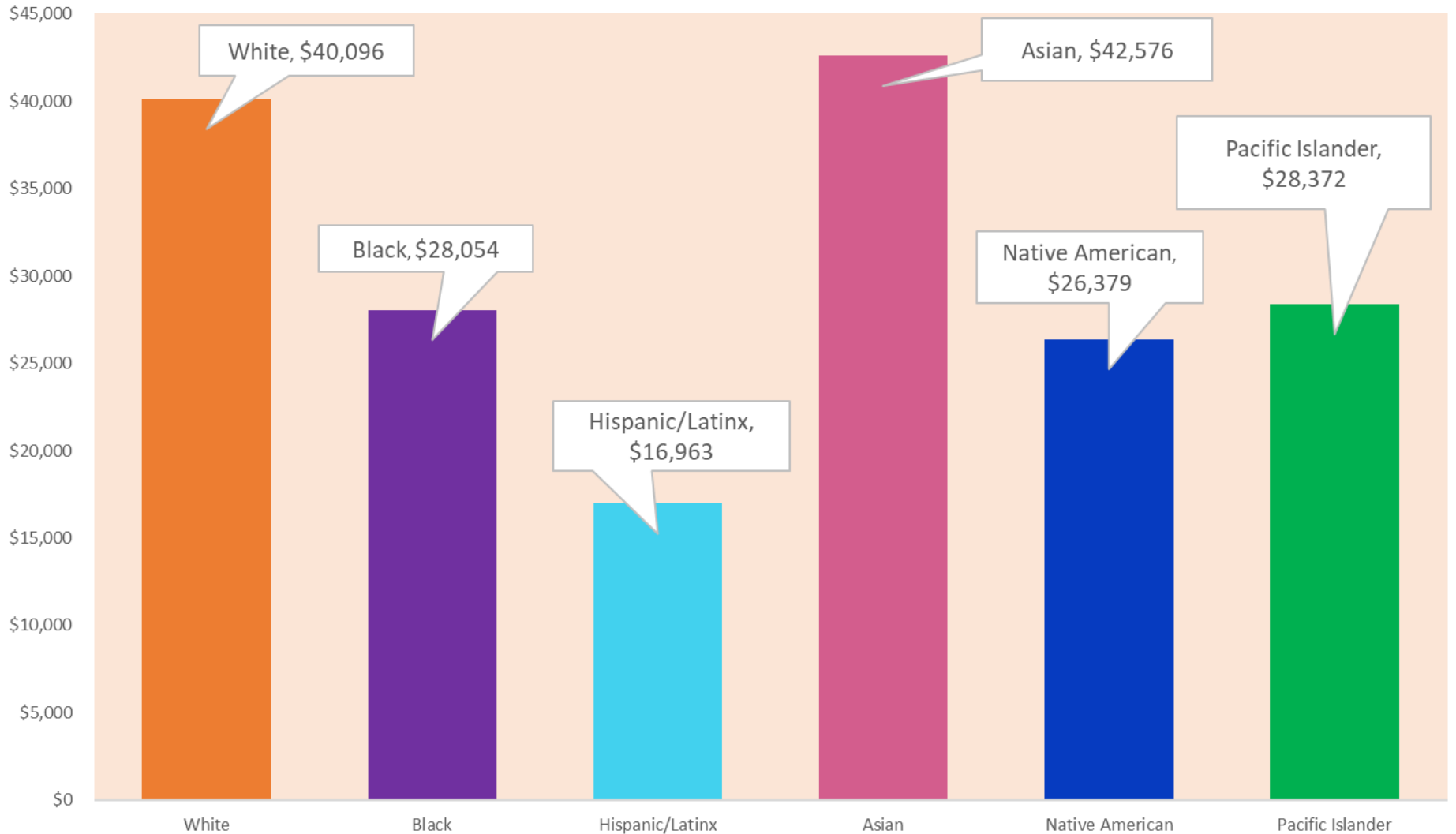


## Washington County Educational Attainment by Race

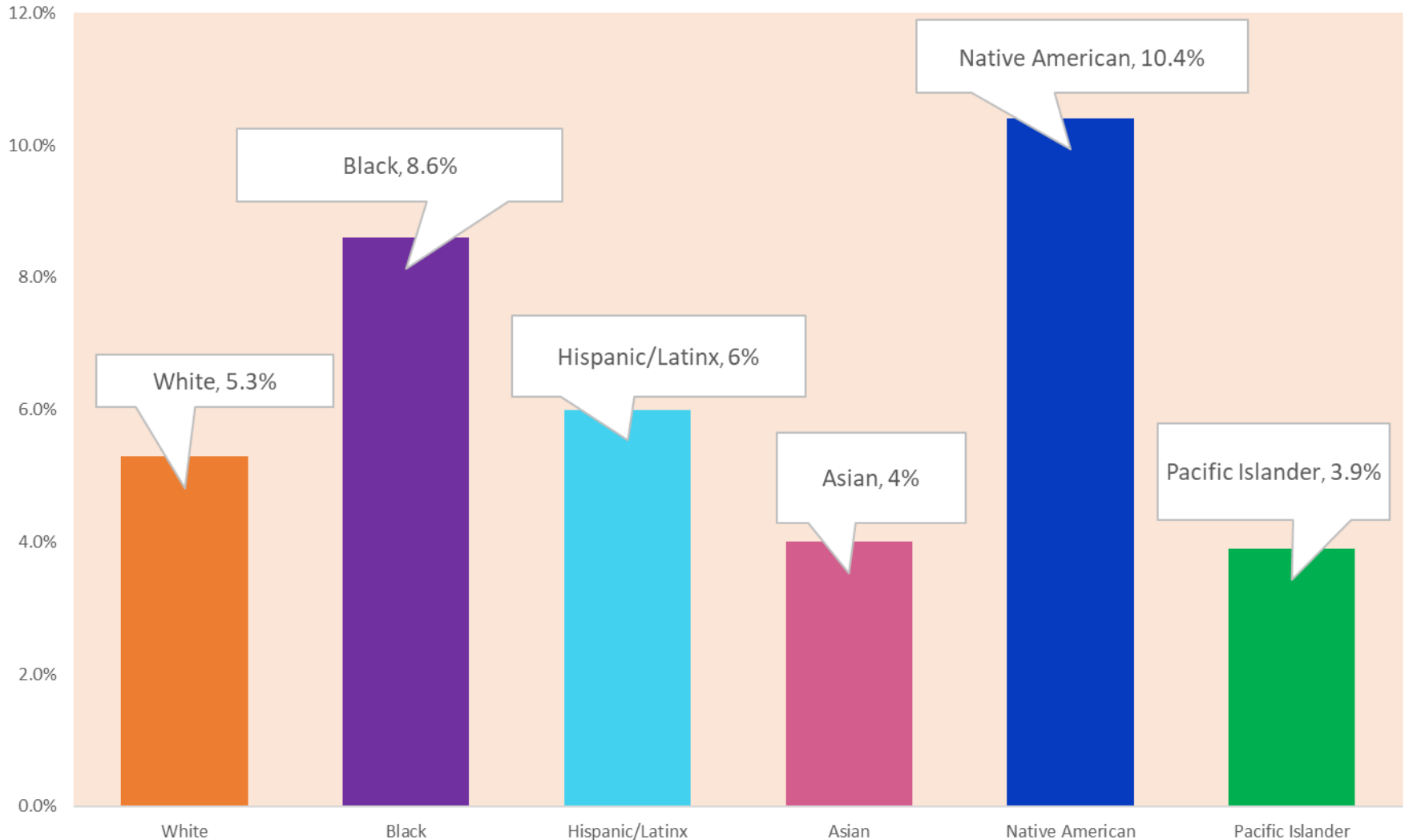




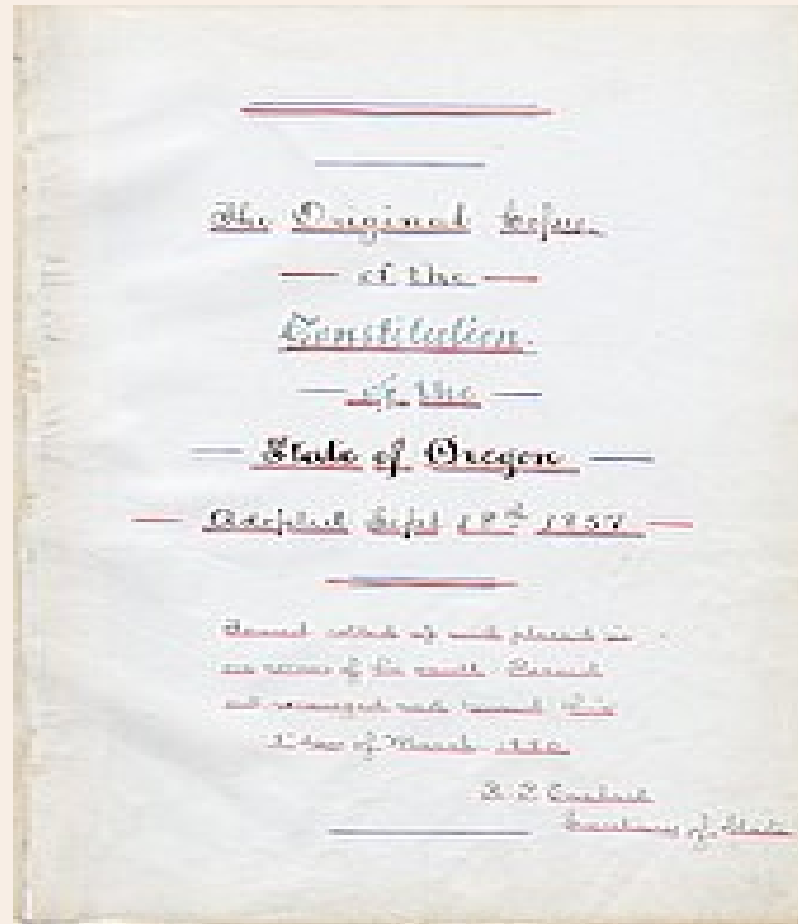
## Washington County Average Household Income by Race



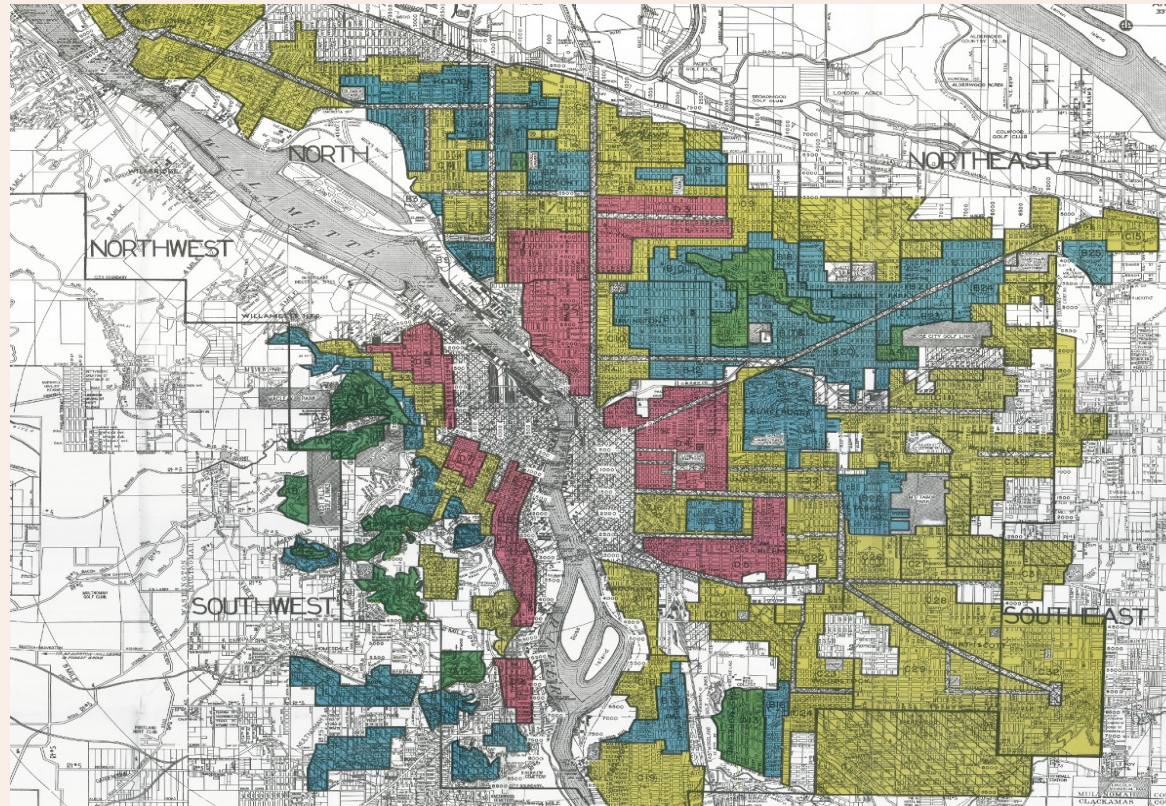
## Washington County Unemployment Rate by Race



# Oregon's History of Racial Exclusion



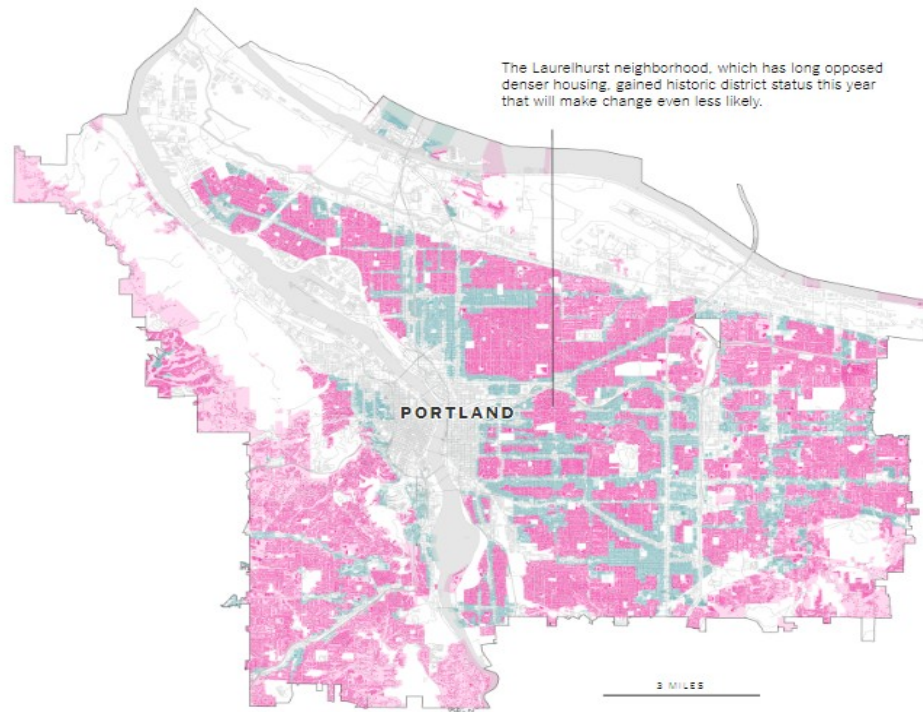
# Residential Segregation in Portland



# Legacy of Segregation

Portland, Ore.

77% of residential land is zoned for detached single-family homes



Note: Duplexes are allowed on corner lots in single-family zones.

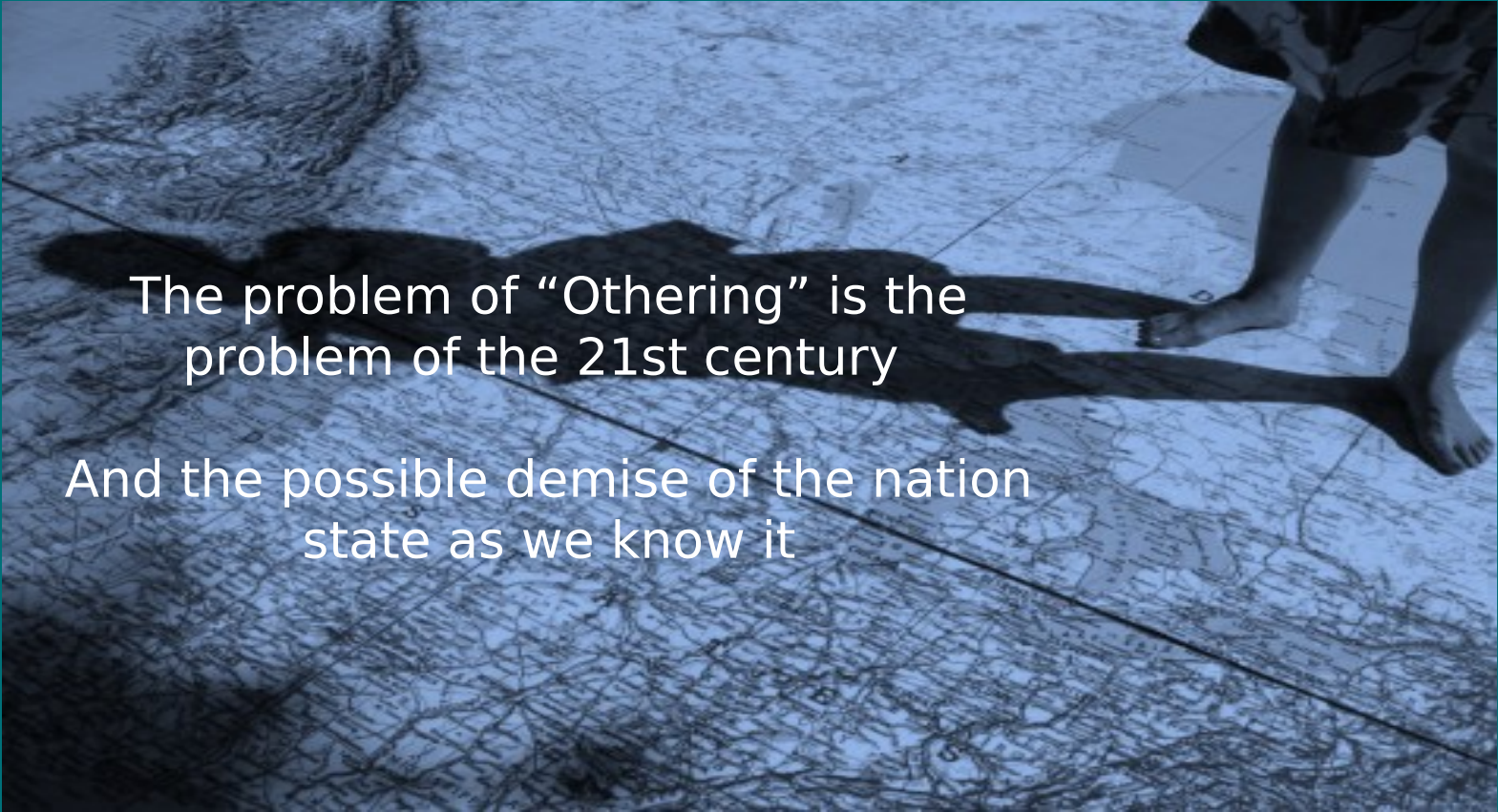
Source: New York Times







[https://www.youtube.com/watch?v=PGcbFj4j\\_gc](https://www.youtube.com/watch?v=PGcbFj4j_gc)

A photograph showing a person's legs and feet standing on a large, detailed map. A long, dark shadow of the person is cast onto the map, stretching from the left towards the right. The map shows intricate details of a city or region, including streets and geographical features. The overall tone of the image is somber and contemplative, with a blueish tint.

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

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



THE RIGHT'S RESPONSE TO OTHERING —

“[Trump] has a good idea: *Keep ‘em out.*”

Muslims & Mexicans in the U.S.

Transgender military ban





A POTENTIAL LEFT RESPONSE TO OTHERING —  
same-ing

“I don’t see race. I  
am colorblind.”

“All lives matte  
r!”

“You & I are human. We are the  
same.”

# Two Competing Visions

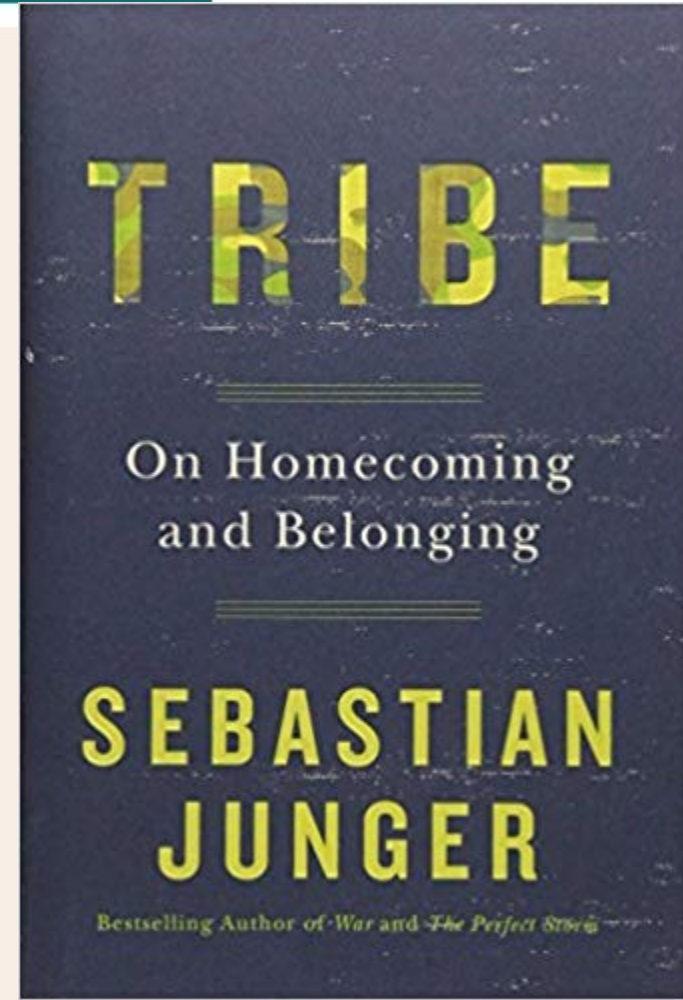
- The first vision is of a smaller, and more hierarchical “We”
  - This is based on fear, control, and purity, and one that dominates and controls the “other” and the earth.
- The second vision is of a more inclusive, and larger “We.”
  - This vision is one where we learn to share the earth and love and care for one another.
- These visions are competing with each other across the globe.

# The Trauma of Othering

In addition to demographic change, technological change, inequality and migration, another stressor is hyper-individualism.

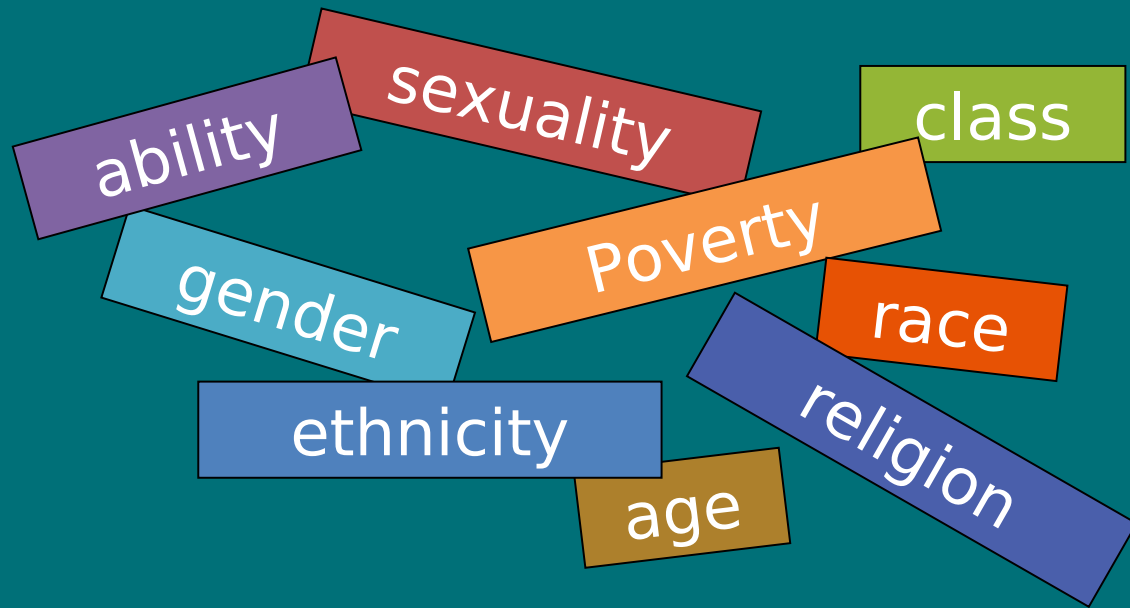
Both post-traumatic stress disorder – the trauma experienced by veterans – and even post-partum depression – are exacerbated by our hyper-individualistic society, that does not make people feel cared for.

In his book “Tribe,” Sebastian Junger writes “Modern society has gravely disputed the social bonds that have always characterized the human experience.”









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

# Not Belonging Has Consequences

## *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



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



# Stereotype Threat



Source: Henry McCausland, NYTimes

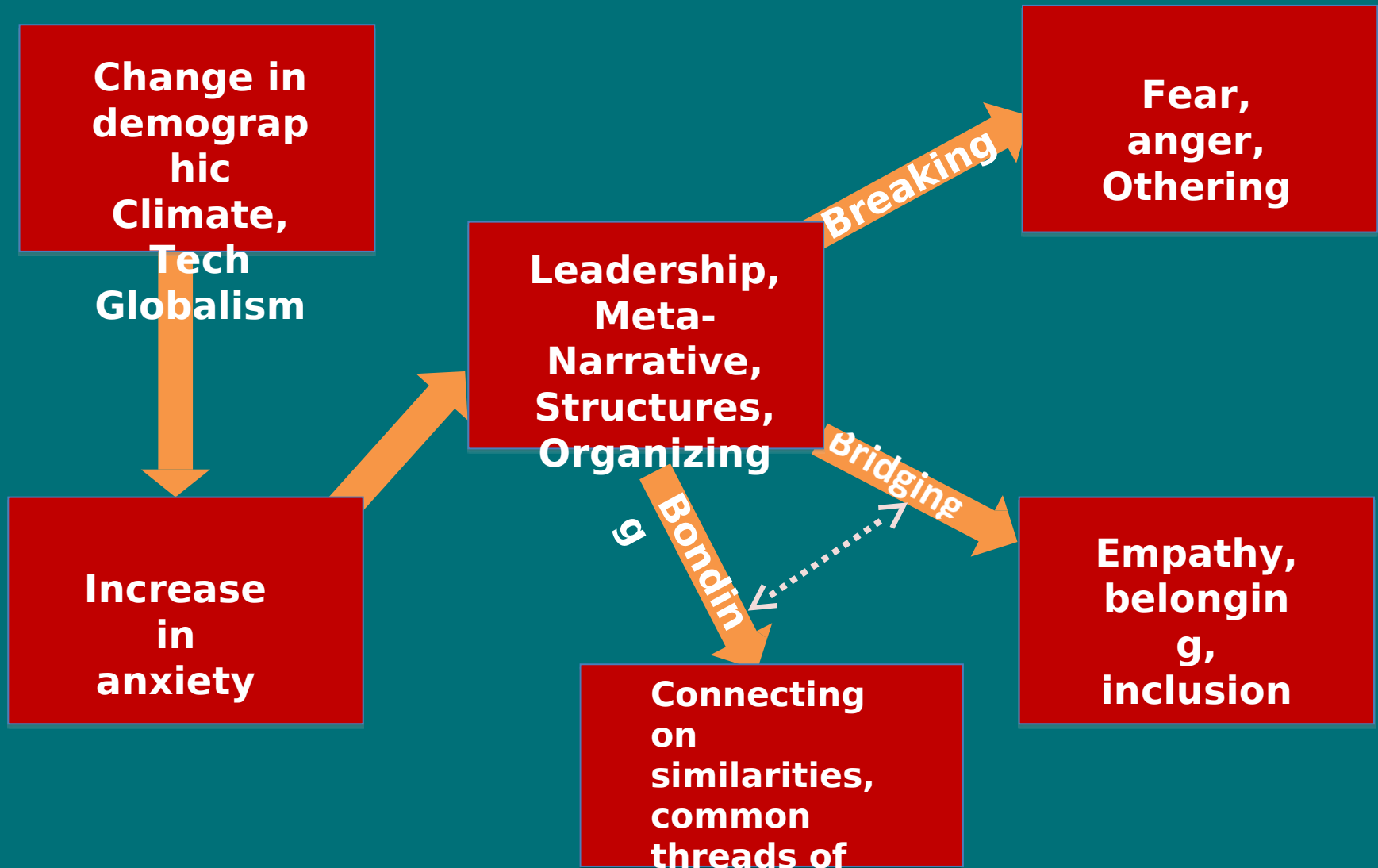
- When people are made to feel they do not belong along some salient component of their identity, when that part of their identity is brought to their attention or made explicit, they do not perform well in categories that they are stereotypically “not supposed” to perform well in.
- Ex: before a math test, if female students check a ‘gender’ box on the test, their performance may go down.
- This is because of the added stress and anxiety of knowing the stereotype and trying to prove it wrong can take cognitive energy and attention away from performing the task well, which in turn leads to a fulfillment of the stereotype.





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

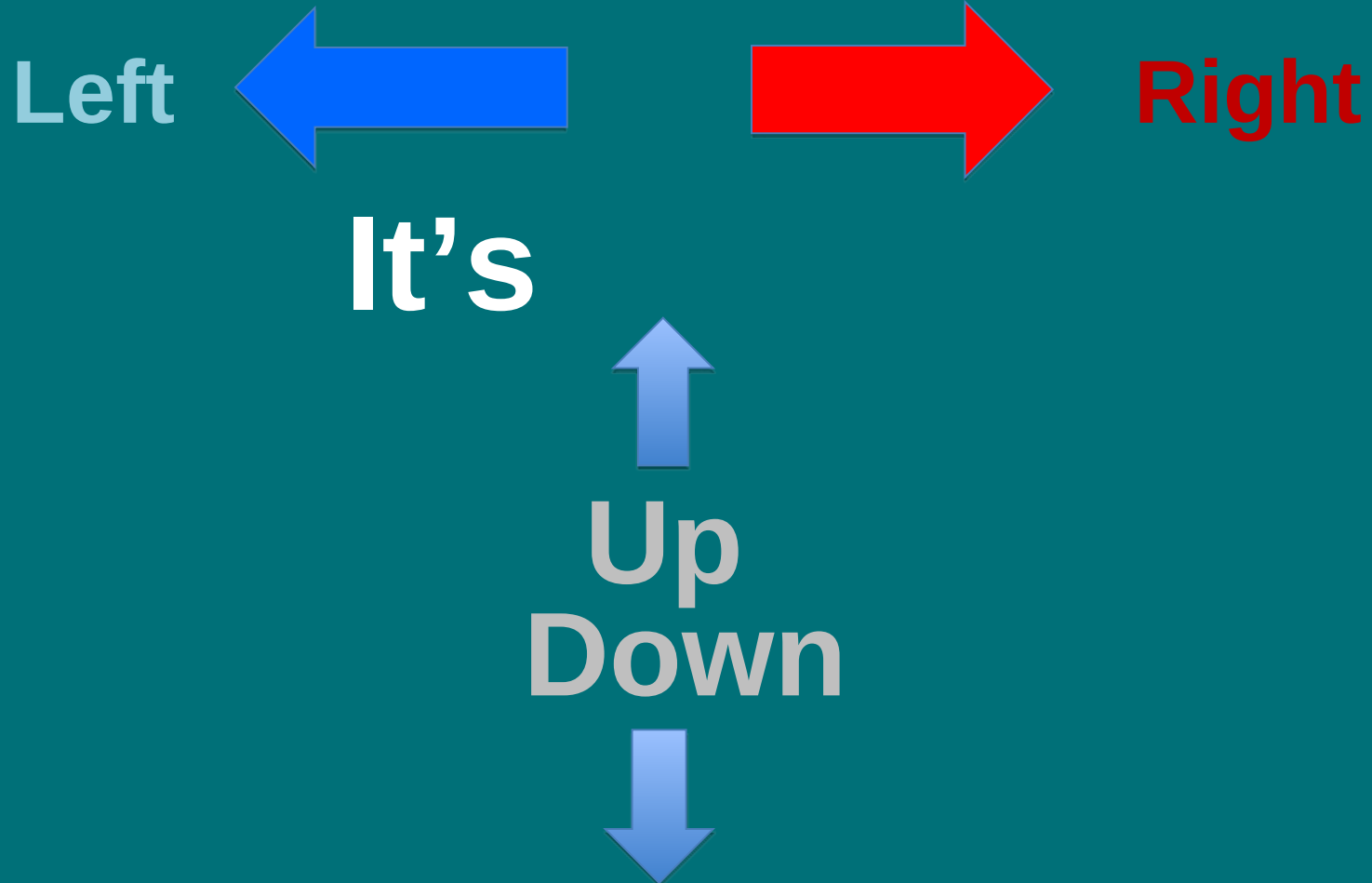
# Rapid change produces collective anxiety:



# Two Competing Visions

- The first vision is of a smaller, and more hierarchical “We”
  - This is based on fear, control, and purity, and one that dominates and controls the “other” and the earth.
- The second vision is of a more inclusive, and larger “We.”
  - This vision is one where we learn to share the earth and love and care for one another.
- These visions are competing with each other across the globe.

# Populism Isn't



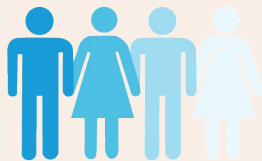
# Narratives of Othering and Belonging



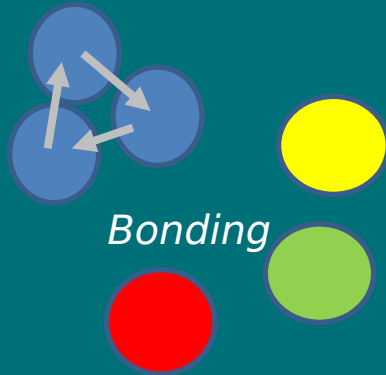
**Breaking:** When a group turns inwards and explicitly pushes away from other groups who are seen as dangerous or a threat



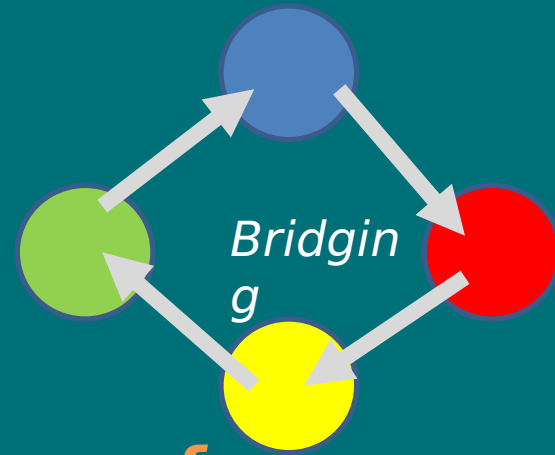
**Bonding:** Connecting to people like you in some important way



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

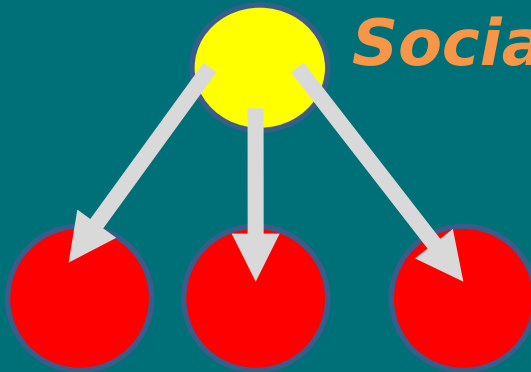


*Bonding*

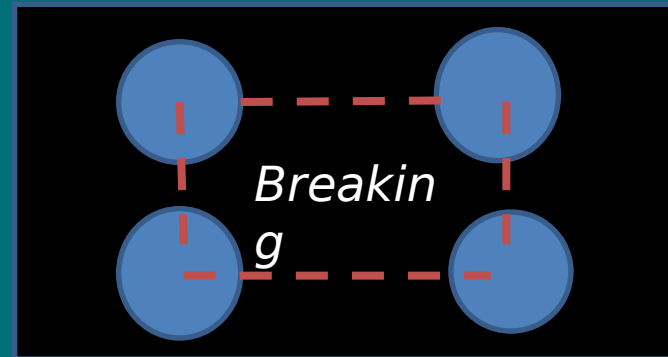


*Bridging*

## *Putnam's Theory of Social Capital*



*Linking*



*Breaking*

# Examples of breaking social capital:



WHITE  
NATIONALISM

## BREAKING

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



North America



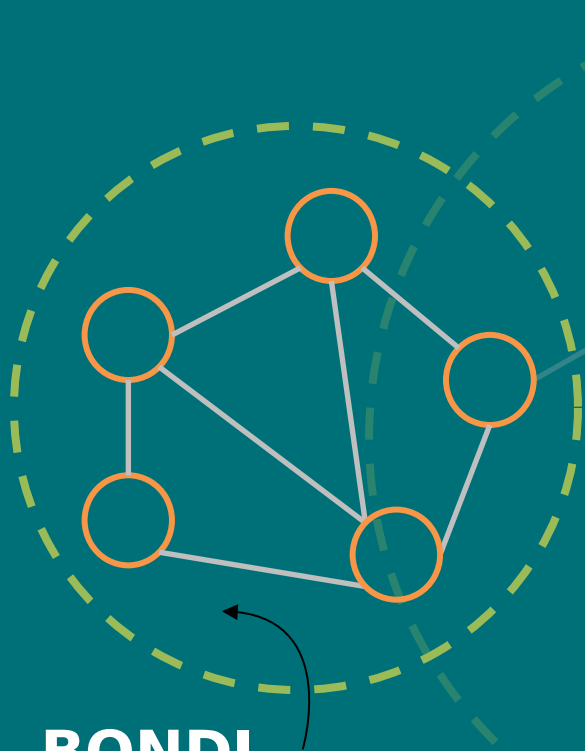
Europe



Oceania



# Examples of bonding social capital:



## BONDING

social ties that link people together with others who are primarily like them along some key dimension. These are



FAMILY



NEIGHBOR  
HOOD



# Examples of bridging social capital:



MOSQUE IN NEW ZEALAND



LGBTQ

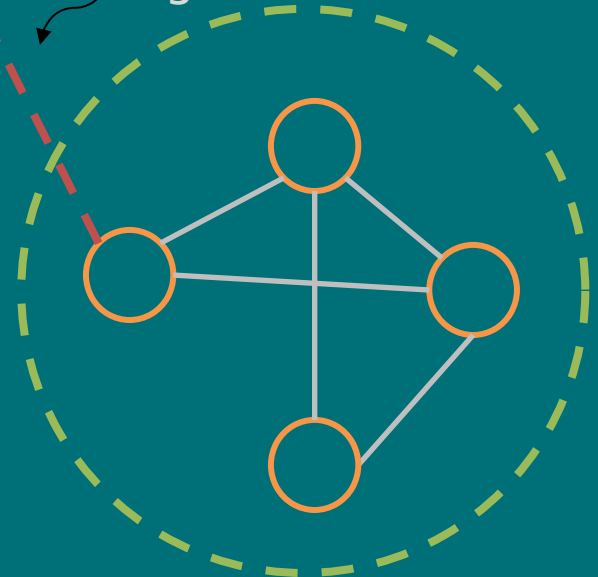


# Bridging On the One Hand, Breaking on the Other



## BREAKING

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

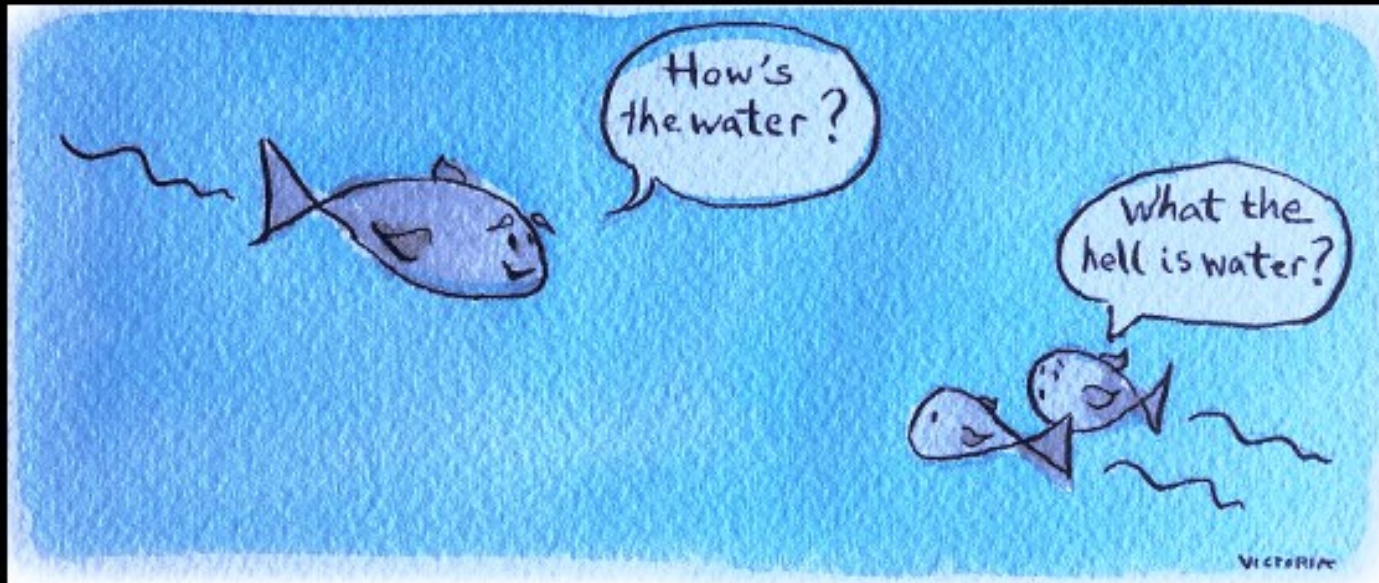


## BRIDGING

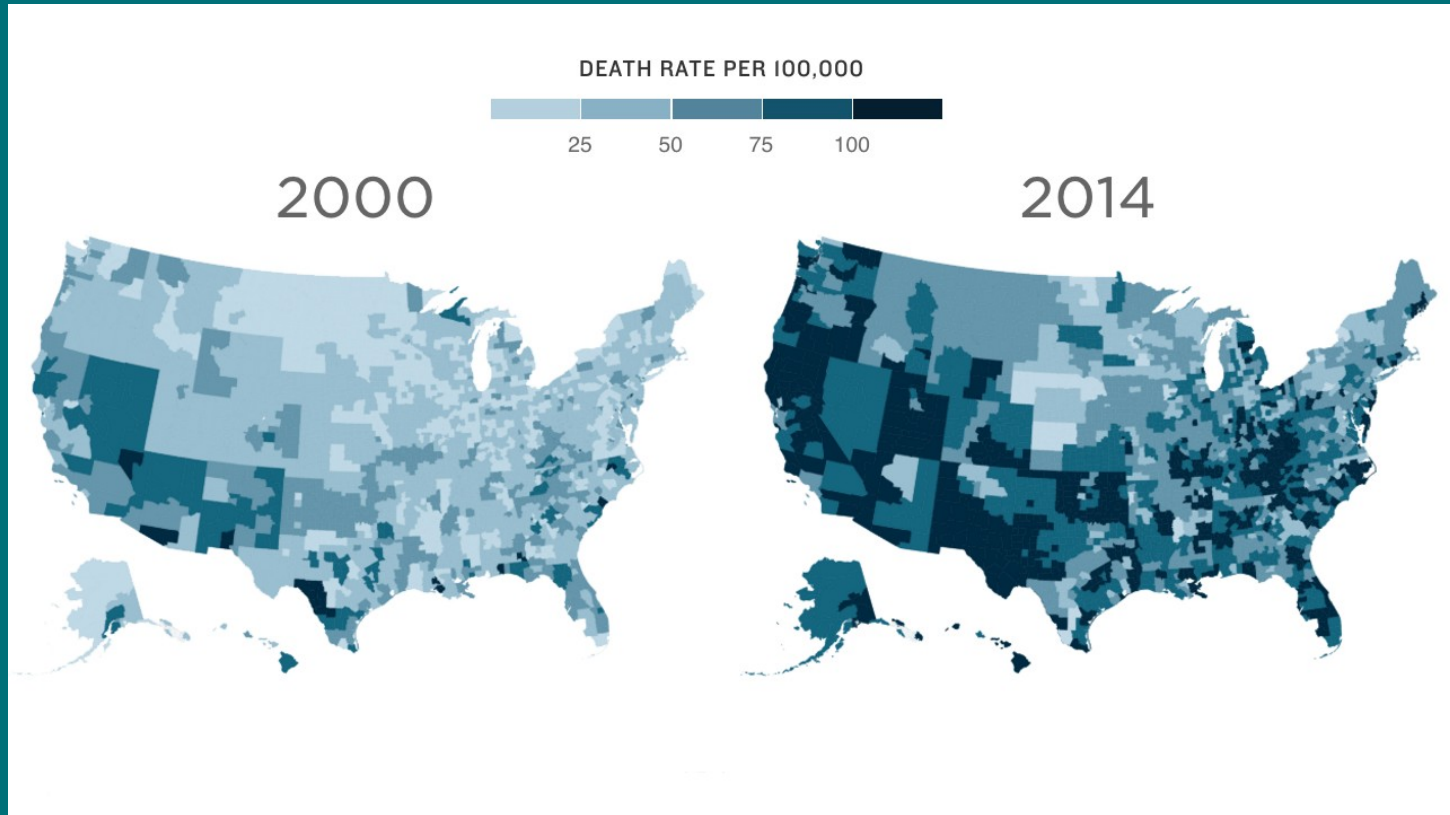
**POS** Social ties that link people together with others across a cleavage that typically divides society.



# Whiteness: Seeing the Water



# *Deaths of Despair*



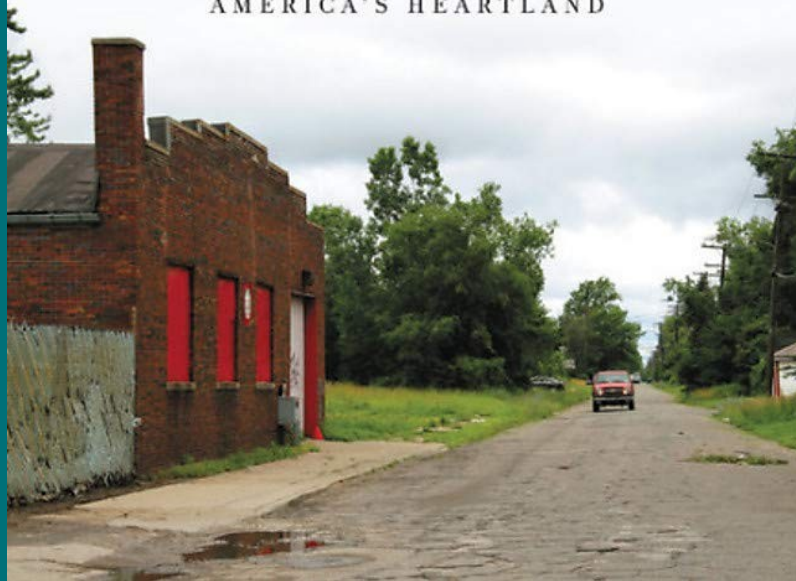
Death Rate of Middle-Aged White People – Source, NPR



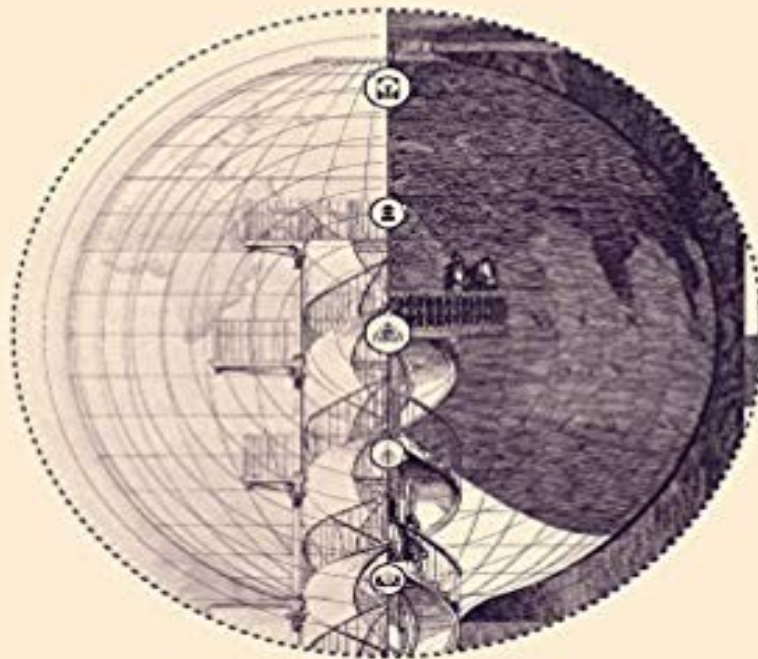
JONATHAN M. METZL

# DYING OF WHITENESS

HOW THE POLITICS OF  
RACIAL RESENTMENT IS KILLING  
AMERICA'S HEARTLAND



Bruno Latour



# Down to Earth

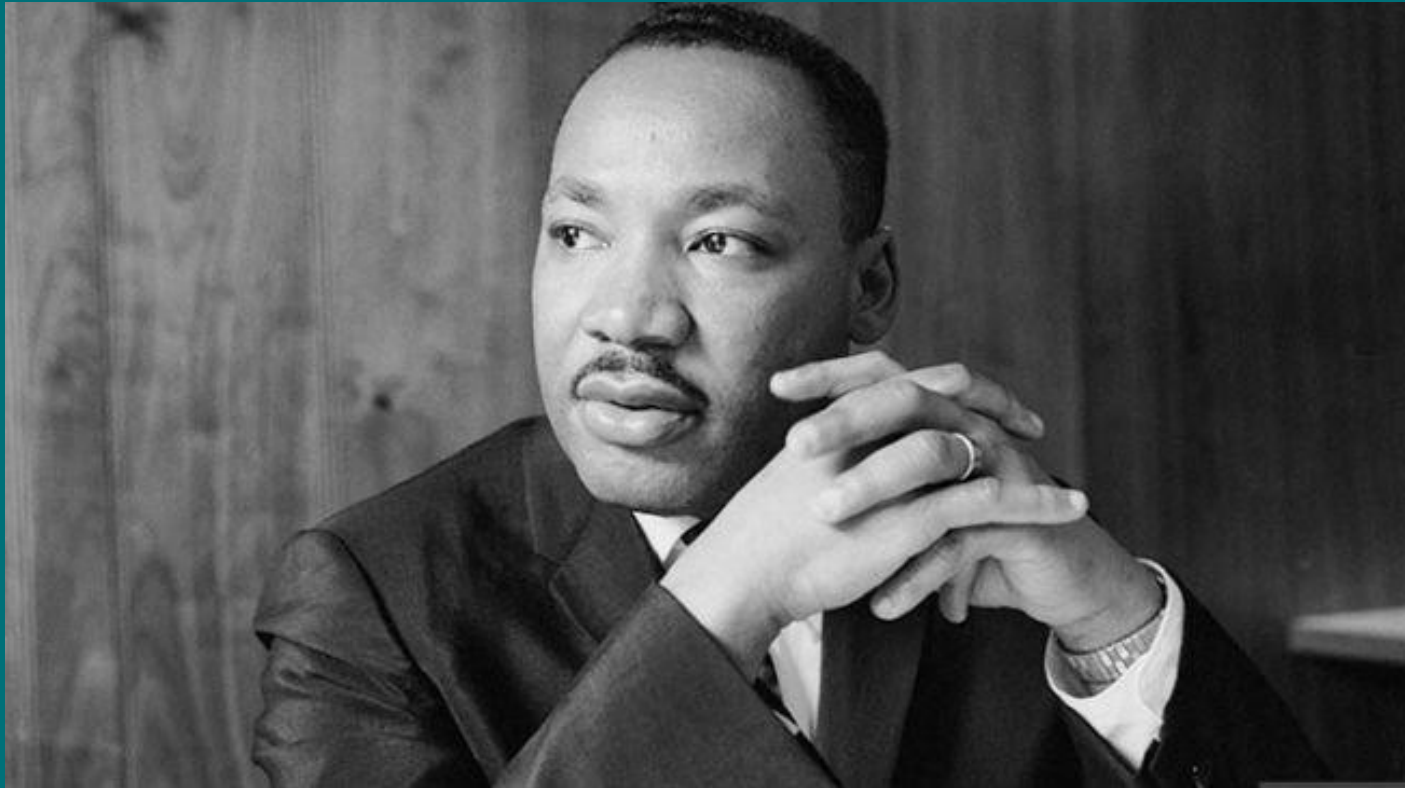
Politics in the New Climatic Regime

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



**A Beloved Community**  
Dr. King's Legacy is a Call for  
Belonging



# *The Circle of Human Concern*



# Breaking and Bridging

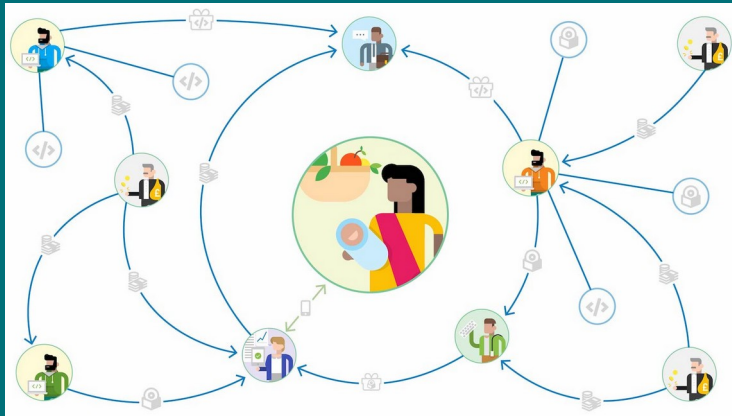
There are **short bridges** and **long bridges**.

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



As bell hooks reminds us, bridges are walked on.

# Bridging in All Facets of Life and Work



Belonging is the construction of society we are striving toward. A just and inclusive society will see all of its members as inside our circle of belonging

We need to bridge in all areas of our life. Your office life here at Raikes requires bridging to build a society of belonging in your external work and in fulfilling your mission as an organization

Bridging within your own social and professional circles will help you to bridge with the communities you serve and strengthen your commitment to targeted Universalism

# Deep Belonging

**Belonging** connotes something fundamental about how groups are structurally positioned within society as well as how they are perceived and regarded.



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

# 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.

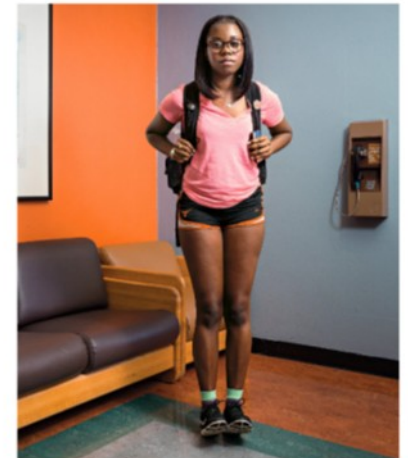


# The importance of belonging: how belonging affects performance.

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.



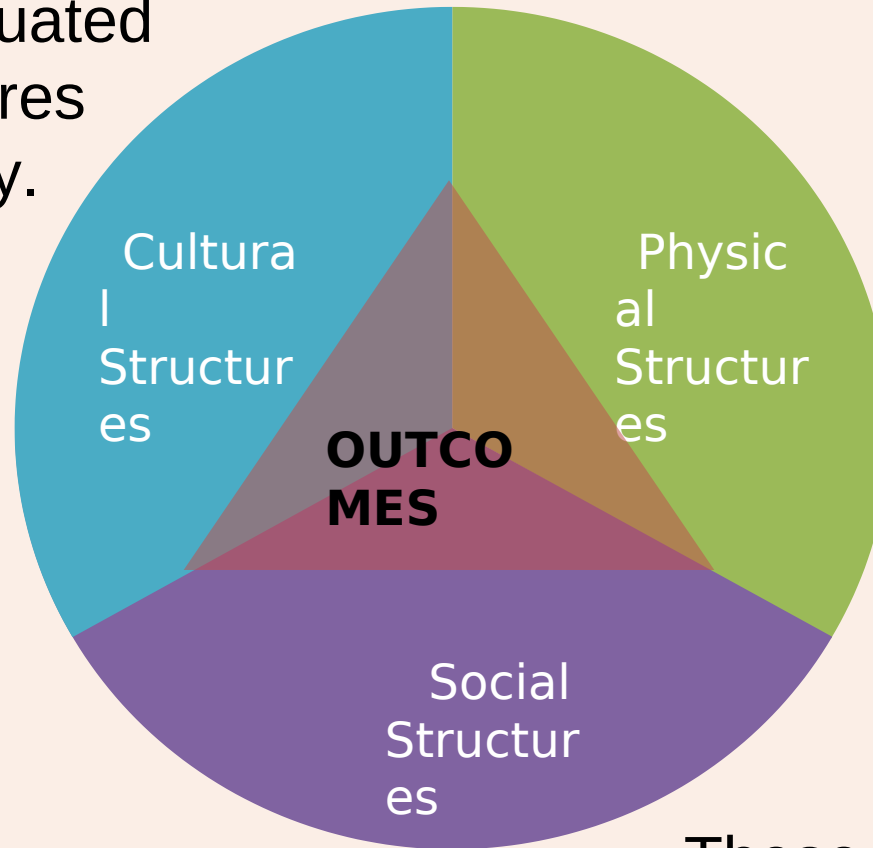
## Who Gets to Graduate?



Vanessa Brewer. Bill McCullough for The New York Times

# Othering & belonging within structures

We are all situated within structures but not evenly.



Structures are not neutral.

Power gives us greater positive access to structures and more ability to shape structures.

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

# Structures limit and enhance opportunity

We can define opportunity through **access to:**



EDUCATION



ECONOMIC



TRANSPORTATION



FOOD



HOUSING



JUSTICE



HEALTHCARE



COMMUNICATIONS

This is an issue of **membership** and **belonging**.

# Concentrated Poverty



- **Poverty is racialized**
- **Only 12.3 percent of white children and 10 percent of white adults live below the poverty line, compared to 37.1 percent of black children and 22.6 percent of black adults**
- **Poverty is not simply lack or lowness of income, it is also a lack of capacities**

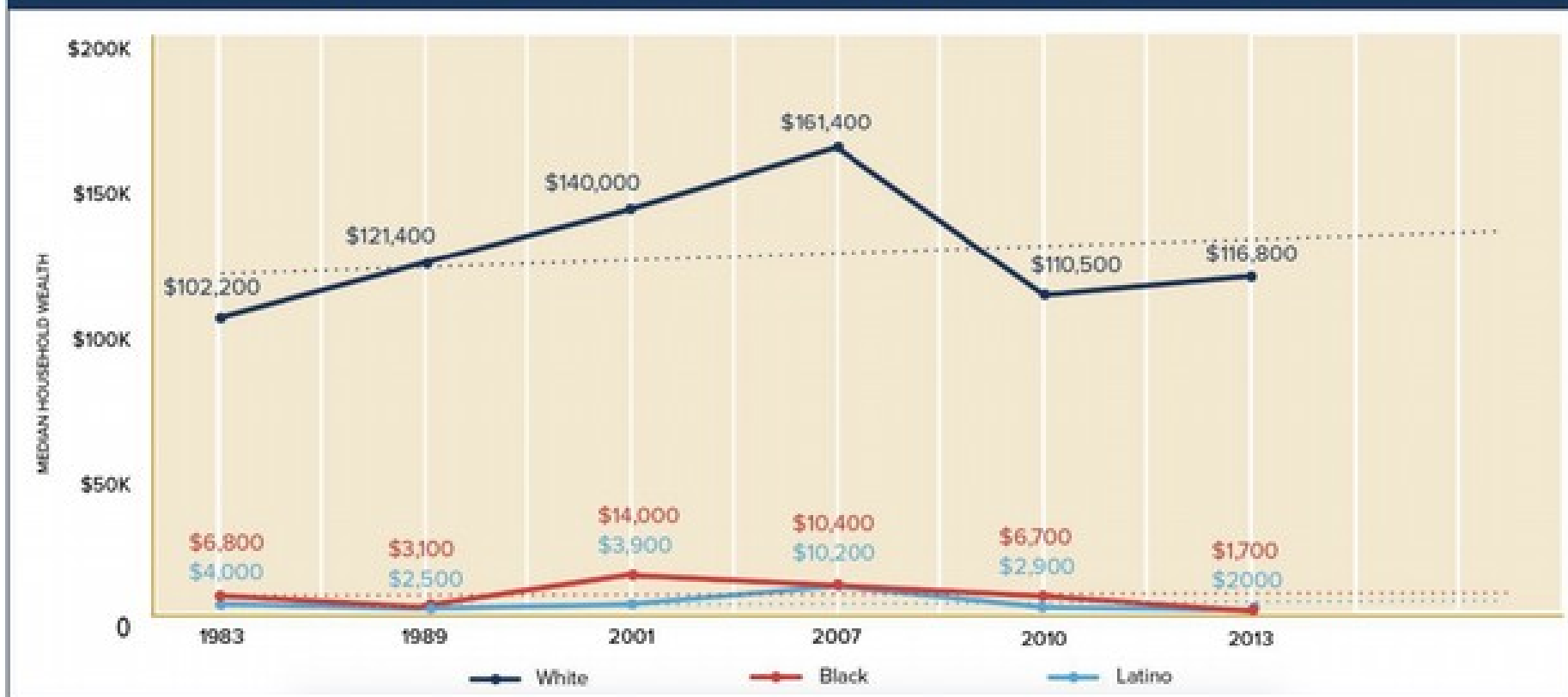
# Concentrated Poverty Cont.



- **Using 2007-2011 census estimates, 3 out of 4 persons living in high-poverty neighborhoods or neighborhoods of concentrated poverty were non-white. Concentration of poverty is highest for blacks; half of all people living in concentrated poverty in the United States are black.**
- **Among white families who experience poverty in the US, two-thirds are poor for only three year or less, and only 2 percent are impoverished for more than 10 years. For example, many people report low or negative income when they enroll in college or become graduate students, or as they open or start businesses. In contrast, 17 percent of African-Americans are poor for ten or more years.**
- **While only 44 percent of poor people will be poor for the next 4 to 10 years, for blacks, that number is 61 percent.**

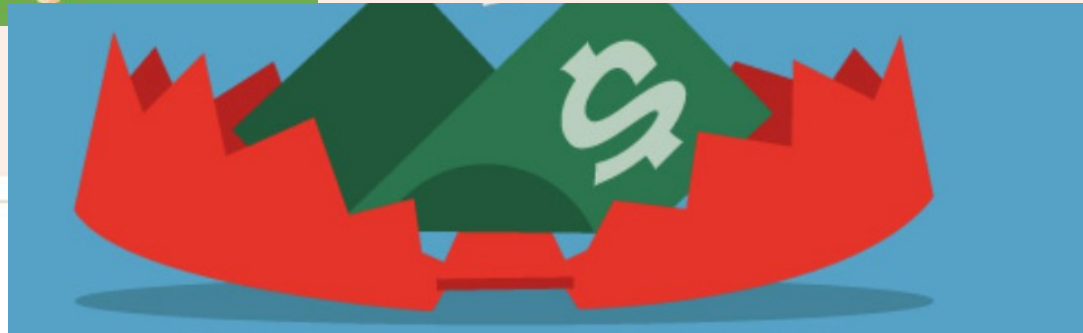


## The Ever-Growing Gap: Black, Latino and White Household Wealth, 1983-2013



Source: Edward N Wolff, Household Wealth Trends in the United States, 1962-2013. Figures are in 2013 dollars and exclude durable goods (from *The Guardian*)

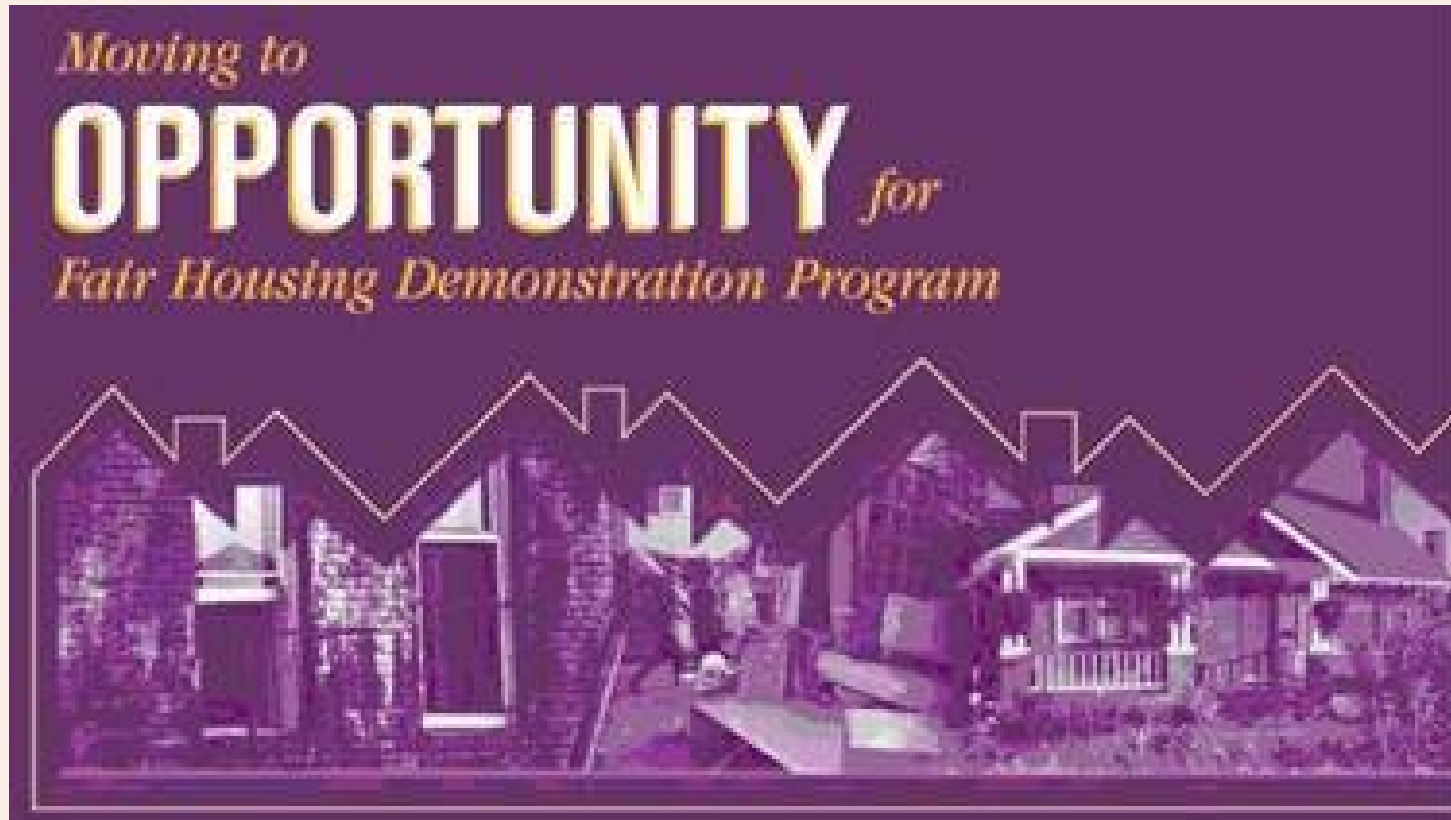
# Black Homebuyers and Predatory Lending



# Structural Marginalization, Allostatic Load, and Telomere Length



# Moving to Opportunity – Raj Chetty Revises Findings



# Geographies of Consequentiality



➔ People traverse space in everyday life and space organizes everyday life

➔ These spaces are not neutral but consequential.

➔ The focus is on the spatial nature of social interaction and the inequalities that are produced through spatial relationships (see Soja on “spatial justice”).



# Definitions



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

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

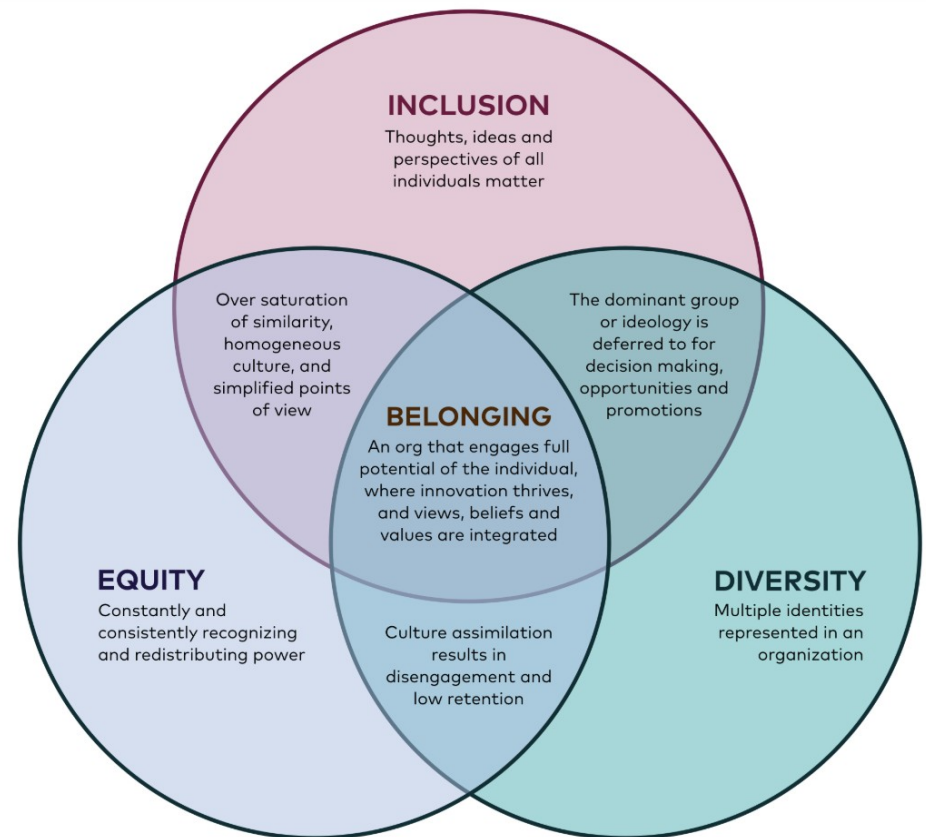
**Inclusion** - Allowing members of excluded groups to participate in institutions or organizations.

**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.

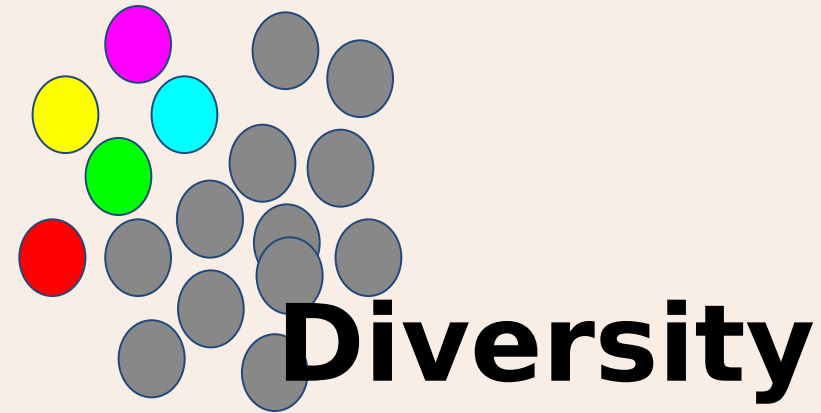
# Belonging v. Equity v. Inclusion

Belongingness interventions communicate not only that someone belongs, but it shapes how they **feel about and regard the thing to which they belong to.**



Each element represents a different piece of the full human experience. Addressing only one or two of these falls short on gaining, what I think is the full human experience—a sense of belonging.

longing includes the power to co-create





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



# *To Build a Society of Belonging, Speak Directly to Othering*



Coded messages of division appeal to people across race and class - of the persuadable middle, people of color as well as white people felt that a coded message warning of the other had resonance.

The strongest message to combat this and to build a majority coalition is to speak directly to race and explicitly call attention to the tactics of division. That othering harms everyone and that racial justice helps everyone. A movement based on cross-racial solidarity is the pathway to creating a just society.



# ***The Epidemic of Loneliness***



# ***The Epidemic of Loneliness and the Benefits of Relationship***

## **Falter**

Has the Human Game  
Begun to Play Itself Out?

**BILL  
McKIBBEN**

*New York Times* Bestselling Author of *Eaarth* and *The End of Nature*

- People with “fewer connections have disrupted sleep patterns, altered immune systems, and higher stress hormones.”
- People in isolation have a “29 percent higher risk of heart disease and a 32 percent higher rate or strokes.”
- Children who are socially isolated have poorer health two decades later.
- Strong social bonds and relationships are the strongest predictor of a happy life, cutting across race, age, gender, and class (Ruth Whippman)

(Source: “Falter” by Bill McKibben)

# United Kingdom Minister of Loneliness



**New Minister  
for Loneliness**



**GBOOMER.CO.UK**

**Supporting the fight against Loneliness**



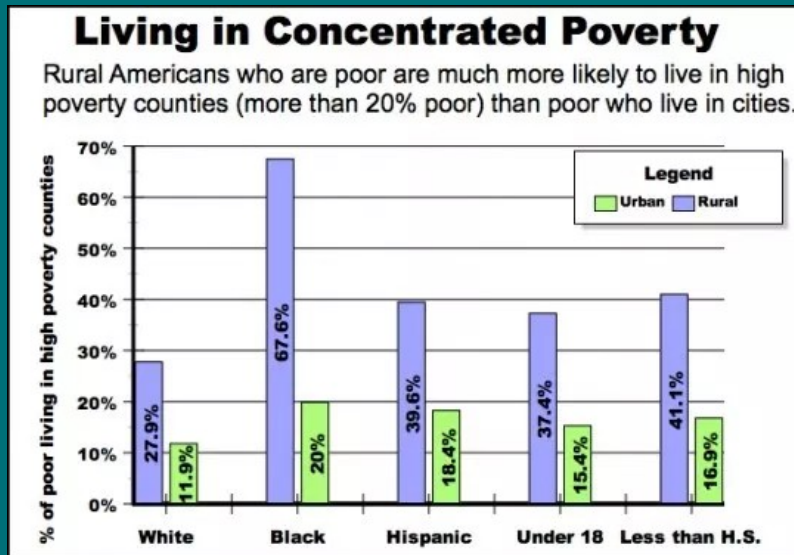
# Belonging in Barking and Dagenham



Source – Participatory City  
Foundation



# Equity By Design: Shaping Outcomes



We generally pay too much attention to transactional solutions, and not enough to the role that structures play in shaping outcomes.

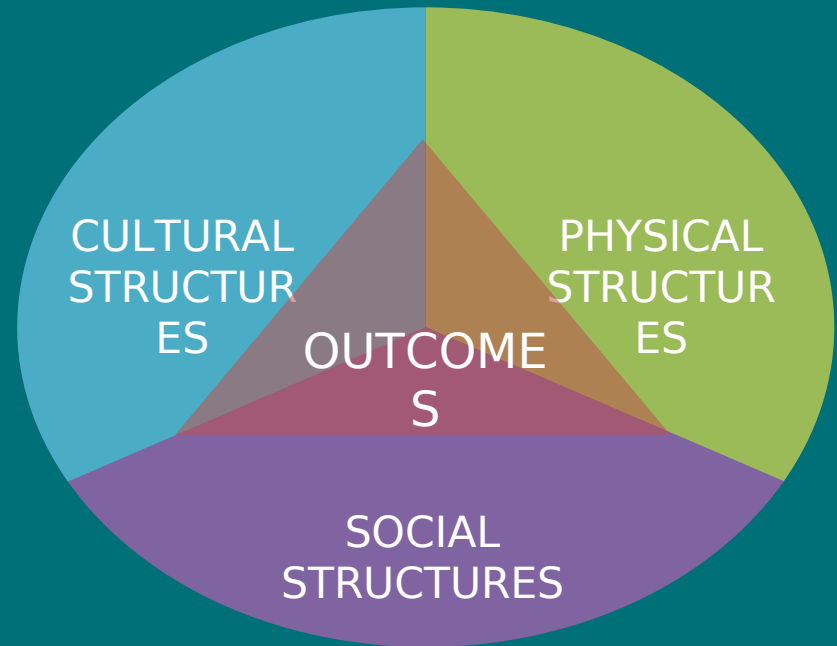
Key structural forces that shape racialized outcomes today include:

- 1) Racial and economic segregation
- 2) Concentrated poverty
- 3) Jurisdictional fragmentation and the linkage between tax base capacity and services (including education)



# Structures and Systems

- We are all situated within structures—cultural, physical, and social.
- These structures interact in ways that produce a differential in outcomes.
- Understanding structures as systems requires looking for patterns and relationships.
- Systems thinking also necessitates focusing on outcomes rather than intents or inputs.

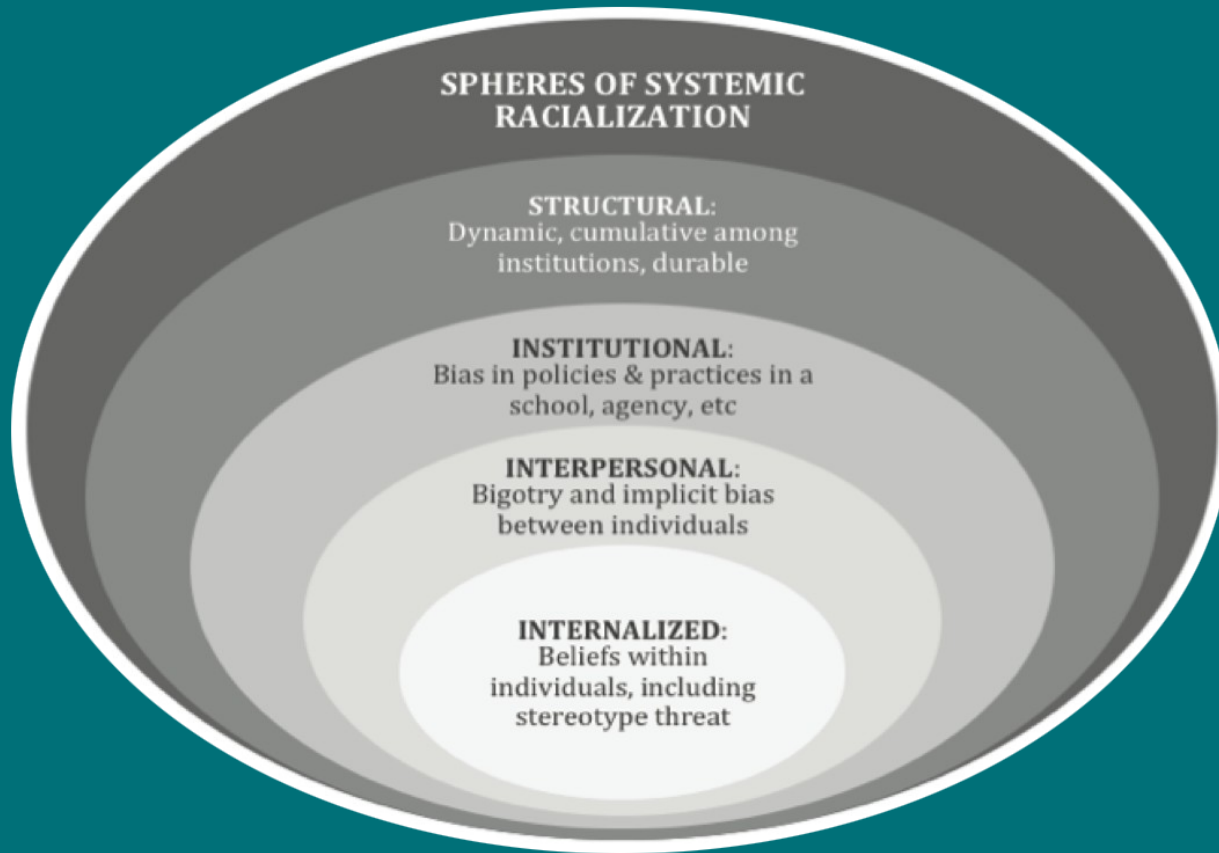


# Structural Racialization: Mechanisms of Marginalization



- There are similar mechanisms of marginalization within structures that work across social groups (women, immigrants, blacks, people with disabilities, Native Americans)
- However, these social groups are not uniformly positioned in structures

# Structural Racialization: Spheres of Systemic Racialization



# Moving Forward: Structural Inclusion



## SEPARATION

Stairs do not work for people in wheelchairs.



## PERMEABLE

Steps advantage some and disadvantage others.



## CONNECTION

Acknowledging different groups' needs results in unexpected benefits for the whole community.

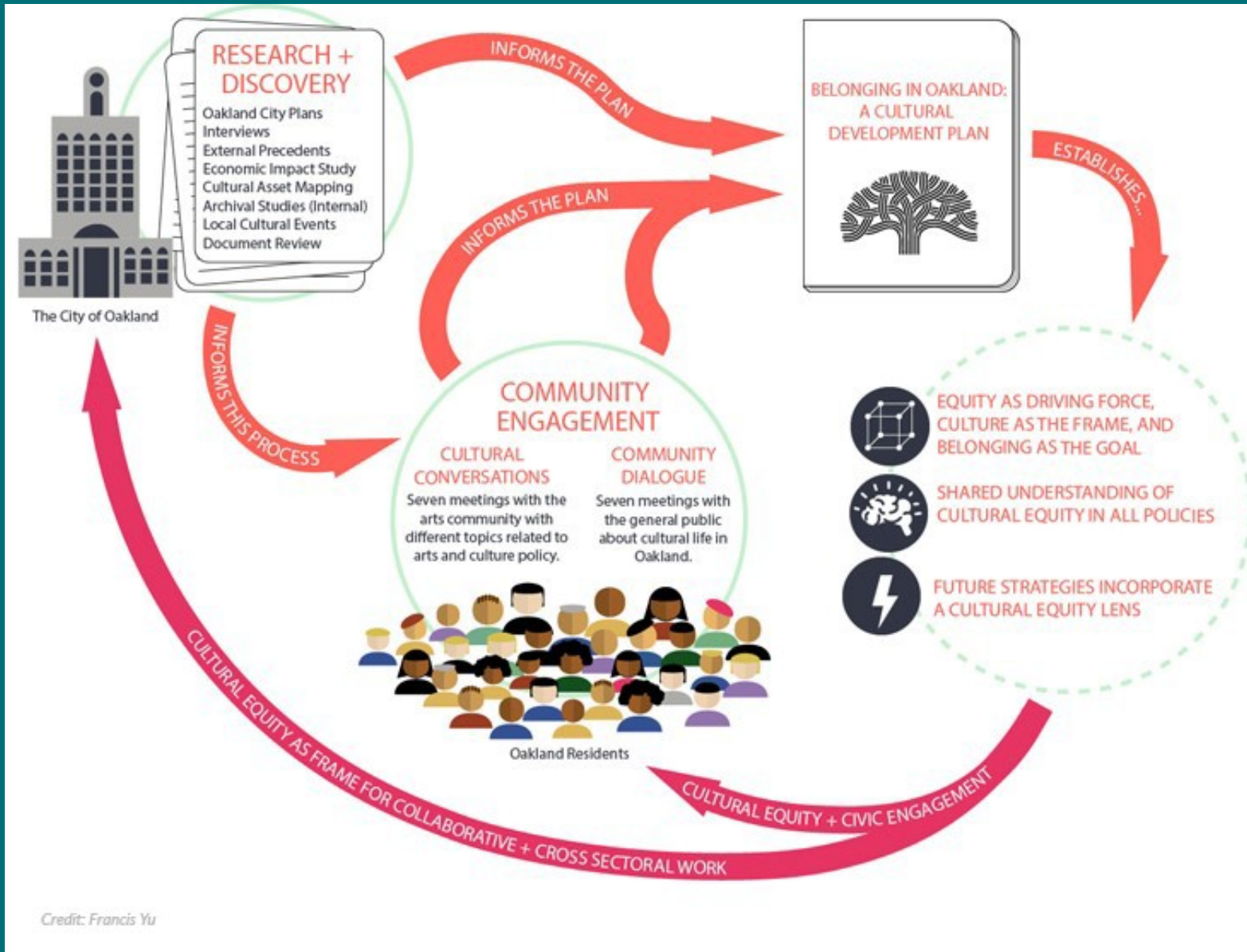
We need to create structures and policies that bridge instead of break.

# Done Right, Our Policies Can be Incredible Bridges





# Oakland Creative Neighborhoods Coalition



# The Green New Deal



# Uplift Workforce Solution





# Solutions



- Bridge in stories and practices
- Speak to anxiety
- Speak to culture, and
- Call for a larger we.

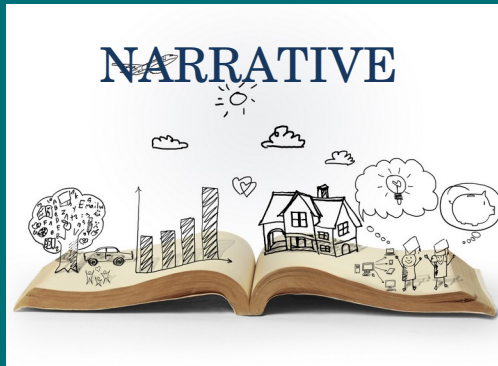




=/=



=/  
=

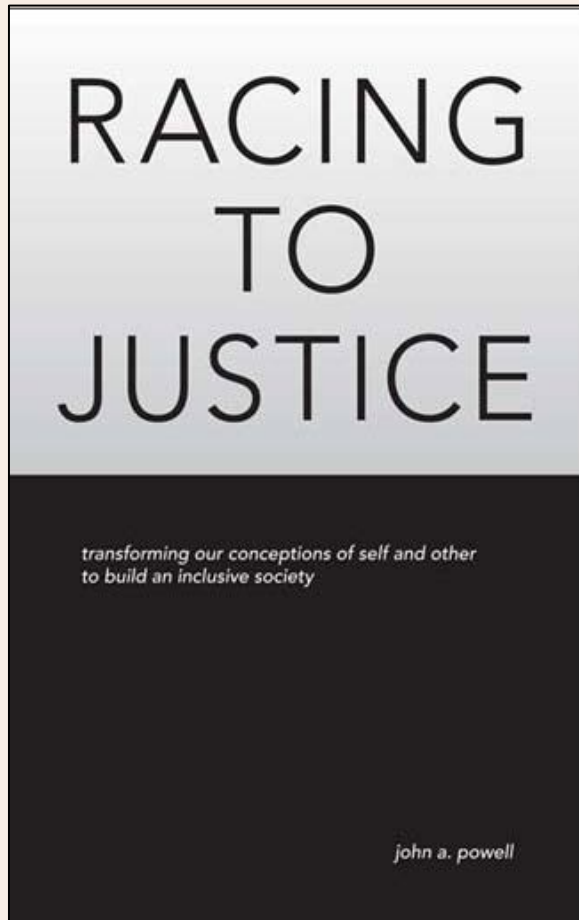


=/  
=



=/=





**For more information, visit:**

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



**Like the Haas Institute on Facebook**

[www.facebook.com/haasinstitute](http://www.facebook.com/haasinstitute)