INTRODUCTIONS

• Name

• Gender Pronouns
  – She, Her, Hers, Herself
  – He, Him, His, Himself
  – They, Them, Theirs, Themselves
OVERVIEW OF THE SESSION

- Group Agreements
- Activity: The Name Game
- Terminology
- Activity: The Identity Wheel
- Cycle of Socialization
- Activity: Earliest Messages
- Unconscious Bias
GROUP AGREEMENTS

- Use “I” statements
- Lean into the Discomfort
- Challenge by Choice
- Own Your Intentions and Your Impact
- Take Space, Make Space
- Respect One Another’s Ideas & Comments
- Seek to Understand
- Maintain Confidentiality
- Be Present
Choose one part of your name (First, Middle or Last). Share with your partner(s) the history of that part of your name.

- Is there a meaning to your name?
- Were you named after someone?
- Does your name have cultural significance?
- Was someone responsible for naming you?
- What has it been like having your name?
Common Terminology
DIVERSITY

The existence of multiple different and complex social identities and issues in society or a space.
Both a process and a goal that seeks the full and equal participation of all groups in a society that is mutually shaped to meet their needs. It includes a vision of society that is equitable and all members are physically and psychologically safe and secure.
Equality vs. Equity

In the image, on the left, we see three children standing on equal-height platforms to observe the baseball game. This represents Equality, where everyone has the same opportunity to see the game.

On the right, the children stand on different-height platforms. This represents Equity, where the focus is on providing the best possible view for each child, rather than everyone having the same view.
Aspects of ourselves where we belong to a particular group. Social identities are shaped by a common history, shared experiences, legal and historical decisions, and day-to-day interactions.
SOCIAL IDENTITY

Race
Class
Gender
Sexual Orientation
Religion
Age

Ethnicity
Language
Nationality
Sex Assigned at Birth
Disability Status
A concept that enables us to recognize the fact that we are simultaneously members of many groups, our complex identities shape the specific way we each experience the world. These complex and crosscutting social memberships confer relative privilege or disadvantage differently in different contexts.
SALIENT SOCIAL IDENTITY

A group identity that a person thinks about most often and that impacts how they view the world.
IDENTITY WHEEL
• Which of your identities do you think about most often?
• Which of your identities are areas of privilege?
• Which of your identities are areas of oppression?
• Which of your identities do you think are misunderstood?
Exists when one group has something of value that is denied to others simply because of the group(s) they belong to, rather than because of anything they have done or failed to do.
The ability to decide who will have access to resources; the capacity to direct or influence the behavior of others, oneself, and/or the course of events.
Pervasive social inequality woven throughout social institutions and embedded within individual consciousness.
Earliest Messages Activity

Think back to your childhood. What are some of the first things---whether positive, negative, or neutral---you ever learned about a different from your own? How and by whom were those ideas transmitted?
UNCONSCIOUS BIAS
A prejudice we have or an assumption that we make about another person based on common cultural stereotypes, rather than on a thoughtful judgment.
Cycle of Socialization

First Socialization

Socialized
Taught on a Personal Level
by Parents, Relatives, Teachers,
People We Love and Trust:
Shapers of Expectations, Norms,
Values, Roles, Rules, Models of Ways to Be,
Sources of Dreams

Institutional and Cultural Socialization

Reinforced
Bombarded with
Messages from

Institutions
Churches
Schools
Television
Legal System
Mental Health
Business

Culture
Practices
Songs
Lyrics
Language
Media
Patterns of Thought

On Conscious and
Unconscious Levels

Fear
Ignorance
Confusion
Insecurity

Core

Enforced
Sanctioned
Stigmatized
Rewards and Punishments
Privilege
Persecution
Discrimination
Empowerment

Enforcements

Resulting in
Dissonance, Silence,
Anger, Dehumanization,
Guilt, Collusion, Ignorance,
Self-Hatred, Stress, Lack of Reality,
Horizontal Violence,
Inconsistency, Violence, Crime,
Internalization of Patterns of Power

Results

Actions

Change
Raise Consciousness
Interrupt
Educate
Take a Stand
Question
Reframe

Direction for Change

Do Nothing
Don’t Make Waves
Promote Status Quo

The Beginning

Born into World with
Mechanics in Place
No Blame, No Consciousness,
No Guilt, No Choice
Limited Information
No Information
Misinformation
Biases
Stereotypes
Prejudices
History
Habit
Tradition

DIVERSITY ZONE
Earliest Messages Activity
Unconscious bias are just that—unconscious.

- We often do not realize that our socialization has influenced us.
- We sometimes don’t realize that what we are saying and doing are forms of bias.
• Unconscious bias is based on pervasive cultural stereotypes.
  
  – Often seems positive and presented as a compliment. For example, Asians being better at math.
  
  – Some are obviously unfair, such as the belief that women are less competent than men at running a company.
The subtle ways in which body and verbal language convey oppressive ideology about power and privilege against marginalized identities.
A Healing Moment at the Movies
TAKE AWAYS/ FINAL THOUGHTS
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