BENEATH THE ICEBERG

EXPLORING, UNDERSTANDING, AND INCLUDING DIVERSE IDENTITIES
INTRODUCTIONS
Community Values

- Respect
- No Judgement
- Use ‘I’ statements
- 1 step forward, 1 step back
- Vegas Rule
- Reserve the right to change your mind
We engage, encourage, educate, and celebrate intercultural and cross cultural understandings to effect purposeful change and to prepare civically proficient leaders in a diverse world.
GOALS FOR TODAY

1. Better familiarize ourselves with DEI language
2. Explore culture and identity using various models
3. Frame culture and identity within a wider context
4. Think differently about intersections of your own identities
WHAT ARE WE ACTUALLY TALKING ABOUT?
WHAT ARE WE ACTUALLY TALKING ABOUT?

Bias
Diversity
Inclusion
Equality

Multiculturalism
Interculturalism
Social Justice
Equity
<table>
<thead>
<tr>
<th>Type of Oppression</th>
<th>Target Group</th>
<th>Non-Target Group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race (-ism)</td>
<td>People of color</td>
<td>White people</td>
</tr>
<tr>
<td>Class (-ism)</td>
<td>Poor; working class</td>
<td>Middle, owning class</td>
</tr>
<tr>
<td>Sex (-ism)</td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Gender Identity (Cissexism)</td>
<td>Trans, Non-binary</td>
<td>Cisgender</td>
</tr>
<tr>
<td>Sexual orientation (Heterosexism)</td>
<td>Lesbian, gay, bisexual, Queer</td>
<td>Heterosexual</td>
</tr>
<tr>
<td>Ability (Ableism)</td>
<td>People with disabilities</td>
<td>Able-bodied</td>
</tr>
<tr>
<td>Religion</td>
<td>Non-Christian</td>
<td>Christian</td>
</tr>
<tr>
<td>Age (-ism)</td>
<td>People over 40</td>
<td>Young people</td>
</tr>
<tr>
<td>Youth</td>
<td>Children and young adults</td>
<td>Older adults</td>
</tr>
<tr>
<td>Rank/status/elitism</td>
<td>People without a college degree or access to higher education</td>
<td>People with a college degree or access to higher education</td>
</tr>
<tr>
<td>Immigrant status</td>
<td>Immigrant</td>
<td>U.S.-born</td>
</tr>
<tr>
<td>Language (Xenophobia)</td>
<td>Non-English</td>
<td>English</td>
</tr>
</tbody>
</table>
TARGET/Non-Target Assessment

1. What did you think about while doing this?
2. How do you think this relates to how you show up in academic spaces?
3. How do you think this relates to inclusion?
4. How actively aware are/were you of these identities?
Intersectionality

A concept that describes the interconnected nature of social identities as they apply to an individual.

CONTEXT
- Family Background
- Sociocultural Conditions
- Current Experiences
- Career Decisions and Life Planning

CORE
- Personal Attributes
- Personal Characteristics
- Personal Identity
IDENTITY SIGNS
MICROAGGRESSIONS
Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership” (Sue, 2010)

Suggested resource: http://www.microaggressions.com/
Microaggressions

1. **Microassault** – derogatory verbal or non-verbal behaviors; usually deliberate

2. **Microinsult** – insensitive or rude comments; usually unintentional

3. **Microinvalidation** – negating or nullifying the thoughts, feelings, or experiences of a member of a target group; usually unintentional
In addition to microaggressions perpetuated by individuals, we must also consider those that are more macro, systemic, and/or environmental, usually directed toward an entire group of people, such as:

- Media coverage
- Political commentary/discourse
- Overheard conversations or comments
- Graffiti, t-shirts, bumper stickers
STRATEGIES
Inclusive Language: Strategies to Avoid (Some) Language Pitfalls Around Social Identity

1. Press Pause! Let others take the lead on how and when to describe their own social identities.
2. Show others you care through your language choices, rather than show that you’re “politically correct.”
3. Avoid “correcting” language usage that you find “wrong”; instead, address the statement or word choice through “I” statements that share personal impact.
4. Seek first to understand others’ ideas about identity, then to be understood.
5. Check your ego at the door.
**STRATEGIES FOR INTERCULTURAL INTERACTIONS**

Raise the B.A.R

a. **Breathe**
   i. Relaxing, centering, reduces responding on impulse

b. **Acknowledge**
   i. Actively listen, repeat what you heard, ask for clarity

c. **Respond**
   i. Understand in order to be understood

(Cullen 2008)
STRATEGIES FOR INTERCULTURAL INTERACTIONS

4C’s- a facilitation strategy to help deal with difficult statements

a. Clarify the speaker’s comment to get a sense of what they are saying.
b. Change the conversation from generalizations/opinions to focus on pat experiences
c. Create space for others to respond and share alternative perspective
d. Challenge the statement with a credible counterpoint.

Adapted from The Sustained Dialogue Institute
STRATEGIES FOR INTERCULTURAL INTERACTIONS

PAN and PAIR

1. **PAN**- Pay Attention Now)
2. **ASK** about the specifics behind the person’s comment or behavior
3. **INTERRUPT** the dynamics
4. **RELATE** to the person or their comment/behavior (attempt)
5. **SHARE** about yourself ~ self-- disclose with a story or example; your feelings in the moment; the impact of a comment or behavior, etc.

From © Center for Transformation and Change | Dr. Kathy Obear
1. Start with yourself! Understand your own cultural lens and work to articulate and acknowledge your own identities, attitudes, and feelings.
2. Be curious by asking about other’s backgrounds and experiences.
3. Assume positive intent.
4. Don’t take it personally.
5. Avoid making assumptions - seek first to understand.
6. Listen carefully and ask for clarification.
7. Pay close attention to non-verbal communication.
8. Avoid jargon, slang, and culturally-based humor.
9. Be patient with yourself and others.
REMEMBER TO...

1. Do your own research
2. Don’t tokenize people
3. Think about intent versus impact
4. Use “I” statements
5. Recognize and appreciate vulnerability
6. Consider your privilege
7. Find ways to engage in conversation
WHAT CAN WE DO FOR YOU?

● Join a student organization!
  ○ ILC, Confetti, Q+, and more

● Attend a program
  ○ LGBTQ+ Lunch and Learns
  ○ CommUNITY Dialogues
  ○ Heritage Months
  ○ ...and more

● Sign up for a training
  ○ Safe Zone Training
  ○ KaleidoSCOPE
  ○ Request a Training

● Visit us!
  ○ IRC - EUC 062
  ○ Reserve our space

INTERCULTURAL.UNC.G.EDU