Knowing & Navigating at the Intersections of Our Identities

Wrestling with Systems for Social Justice

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Community Agreements

- Confidentiality. [What is said in this space stays in this space. What is learned leaves with you.]
- Respect others right to hold different view. Speak from personal experience. [“I” statements]
- Listen COMPLETELY before responding. Be compassionate when listening to stories.
- Ask clarifying questions as needed. Use ‘both/and’ not ‘either/or’ thinking.
- Lean into discomfort; take risks to make way for a Brave Space.
- Do not be afraid to disagree, but do so with Respect.
- When someone disagrees with your view do not take it personally.
- Say “Ouch” if you hear something that is offensive and be prepared to explain the “Ouch.”
“I am from....

- a grandmother who said “Nobody but a dog wants a bone.”

- questions like, “Do you have mad-money?”

- A time and place where you might hear Lil Stevie Wonder, The Temptations, The Supremes and The Jackson 5 blasting on a radio as a car drove by, with the windows rolled down.
Identity Triangle

- Individual Uniqueness
- Group Identity
- Common Humanity
Identity Triangle “A”
-ism Example

Denies Individual Uniqueness
Places Negative Meaning on Group Identification
Denies Common Humanity

Group Identity

Denies Individual Uniqueness

Denies Common Humanity
Identity Triangle “B”

Color-blind Example “I don’t see differences”

Denies Individual Uniqueness
Denies Differences Based Group Identification
Overemphasizes Commonalities
Identity Triangle “C”

Excessive Individualism Example

Overemphasizes Individual Uniqueness

Denies the Impact of Group Identification

Denies Areas of Commonality
Identity Triangle

- Individual Uniqueness
- Group Identity
- Common Humanity