

Understanding Identity Dynamics in the World of Work

Mosaic of Community Leadership Conference
at Edison State Diversity Committee
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Understanding Identity Dynamics in the World of Work

This session is for non-profit organizations interested in advancing their diversity, equity, and inclusion efforts. Participants will explore how intersectionality between race/ethnicity, gender, age, religion, socio-economic status, and other identity markers can impact capacity building in an organization. Participants can gain increased awareness of the relationship between overlapping identities and shared life experiences.

Identity Markers

Identity markers in the context of this session embody characteristics that have meaning to us and the environment and society in which we work and live. It is the acknowledgement that everyone has their own uniqueness. You may describe or identify yourself by your age, religion, traditions, nationality, citizenship, political persuasion, ability, gender, body size, education, occupation, mental health, language, socioeconomic status, class/gentry, marital status, personality, network, affiliation, and many more identity markers.

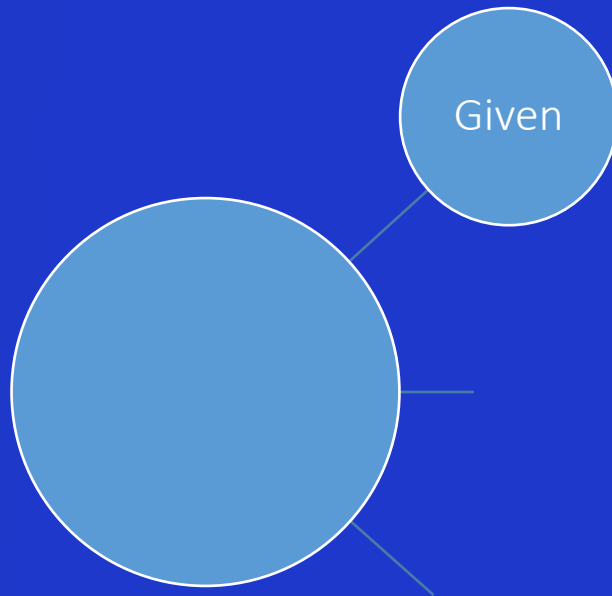
Identity Markers

Who am I?

- Some aspects of our identities are consistent over our lives; others change as we gain skills and have different roles in life.
- Some aspects of our identities feel very central to who we are no matter where we are; others might feel more like background or depend on the situation.
- Some identity markers are labels that others put on us.

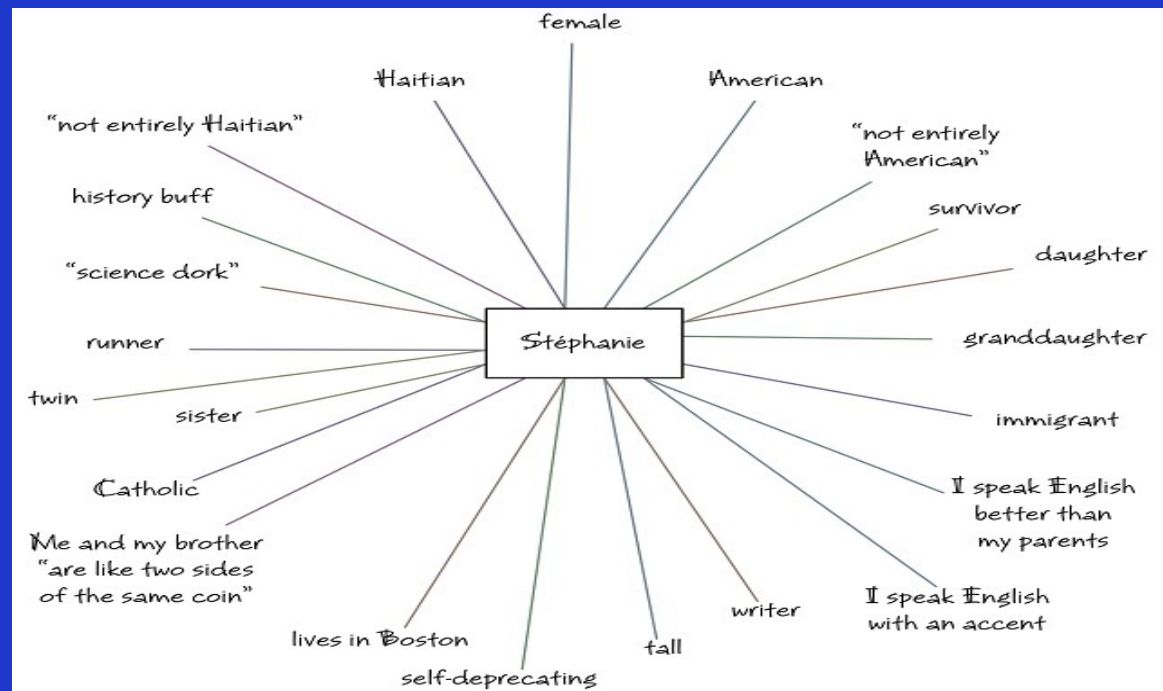
Identity Markers

Who am I?



Identity Markers

Self-Identity Marker Chart Example



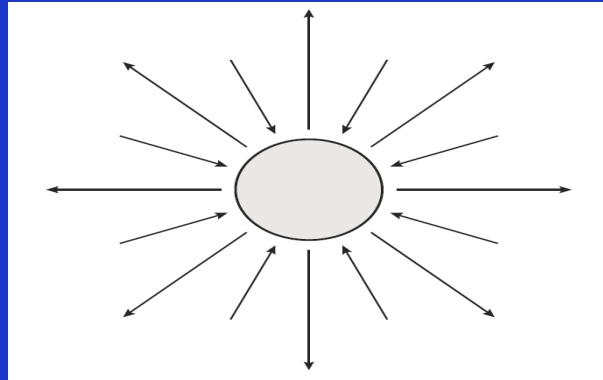
Identity Markers Self-Identity Chart

Directions: Draw a rectangle in the center of your paper and write your name in it. Draw lines from the rectangle pointing outward. At the ends of the lines pointing outward, write words or phrases that describe what you consider to be key aspects of your identity....aka your identity markers. Add more lines as needed.

Identity Markers

Starburst Self-Identity Marker Chart

Directions: On your Self-Identity Marker chart draw arrows pointing inward, write labels others might use to describe you. Add more arrows as needed.



Identity Markers

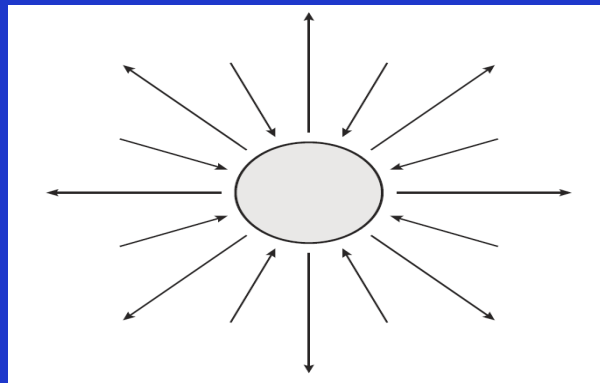
Organizational Self-Identity Chart

Directions: Draw a rectangle in the center of your paper and write Edison State. Draw lines from the rectangle pointing outward. At the ends of the lines pointing outward, write words or phrases that describe key aspects of Edison State's identity...aka Edison State's identity markers. Add more lines as needed.

Identity Markers

Organizational Starburst Identity Marker Chart

Directions: On Edison State's Self-Identity Marker chart draw arrows pointing inward, write labels others might use to describe Edison State. Add more arrows as needed.



Identity Markers Crossing the Line

Identity Markers Crossing the Line

I am a woman

Identity Markers Crossing the Line

I am a man

Identity Markers Crossing the Line

I had "enough" growing up (however you define enough)

Identity Markers Crossing the Line

I had "more than enough" growing up (however you define enough)

Identity Markers Crossing the Line

I had "less than enough" growing up (however you define enough)

Identity Markers Crossing the Line

I have experienced the death of an immediate family member

Identity Markers Crossing the Line

I have or someone in my family has a disability

Identity Markers Crossing the Line

I feel comfortable talking about race and ethnicity with people who
are not of my race

Identity Markers Crossing the Line

I have someone in my extended family living in my house
with my family

Identity Markers Advantage or Disadvantage

Have you experienced advantages based on your identity markers?

Have you experienced disadvantages based on your identity markers?

Intersectionality

Intersectionality in the context of this session is the interconnected nature of social categorizations...aka identity markers such as age, religion, traditions, nationality, citizenship, political persuasion, ability, gender, body size, education, occupation, mental health, language, socioeconomic status, class/gentry, marital status, personality, network, affiliation, and many more identity markers, regarded as creating overlapping and interdependent systems.

Intersectionality Advantage or Disadvantage

Have you experienced advantages based on an intersection of your identity markers?

Have you experienced disadvantages based on an intersection of your identity markers?

Intersectionality To Improve Your Organization?

How can we use intersectionality to improve your organization?

Intersectionality

Focus on the Common Good



Intersectionality

Focus on the Common Good

The common good belongs to a family of concepts that relate to goodness rather than rightness (Sidgwick 1874). What makes the common good different from other concepts is that it is a notion of the good that is understood to be internal to the requirements of a social relationship. In any community, the common good consists of the facilities and interests that members have a special obligation for all members to care about in virtue of the fact that they stand in a certain relationship with one another.

Final Thoughts

Thank you!