

# Reframing Identities for Justice: Honoring Multiple Identities

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Dr. Rebecca Gutierrez Keeton

# Workshop Overview

Research Details

Multiple Identities Interview  
4 questions

Introduction to the Model

Theory to practice

# Research Details

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Study Participants

Research Methodology

# Study Participants

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Participated in a formal training program,  
based on a model that honors multiple  
identities, with the National Conference for  
Community and Justice,

Active in human relations work with NCCJ,

At least 18 years old, and;

Volunteered for NCCJ for at least two years,  
in the Los Angeles office.

# Research Methodology

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Random Sampling  
Technique

Qualitative Research

Interviews with 30  
participants

Grounded Theory

# Question #1

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Individual reflection/writing

Discuss with partner

Share a few examples  
with the large group

# Multiple Identities are Recognized

## Most important identities...

2 participants named two

3 participants named three

11 participants named four

4 participants named five

6 participants named six

3 participants named seven

1 participant named eight

# Multiple Identities are Recognized

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Supportive and Challenging Critical  
Incidents

Dominant and non-dominant identities  
were both important

After NCCJ - Dominant culture identities  
became more important

Identities are fluid and shifting

# Question #2

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Individual reflection/writing

Discuss with partner

Share a few examples  
with the large group

# Identities intersect

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29 times out of 30, new identities mentioned

53 different identity combinations

1. Ethnicity
2. Gender
3. Socioeconomic status
4. Sexual orientation
5. Spirituality
6. Age
7. Ability
8. Nationality

# Identities Intersect Tightly

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Experienced negative and/or positive feelings that caused them to link their identities;

They believed their identities belonged together;

They experienced '*isms*' and institutional oppression;

# Identities Intersect Tightly

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They experienced identity transitions, or;

They received messages and heard expectations from others that led to internal thoughts and actions, which led to tightly intertwined identities.

# Loosely Intersected Identities

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Some identities more important

A new identity emerged as important when they were with people with whom they shared at least one identity;

# Loosely Intersected Identities

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The participant's identities were at different places developmentally, so one felt stronger than another did, and;

Participants found that some identities were not accepted by people who shared another identity with them.

# Question #3

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Individual reflection/writing

Discuss with partner

Share a few examples  
with the large group

# Context Matters

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- 1) When one of a few members of an identity group when there was a majority of a different identity group present;
- 2) family;
- 3) friends;

# Context Matters

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4) neighborhood;

5) school;

6) strangers;

7) work;

# Context Matters

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- 8) places of worship;
- 9) dating and going out;
- 10) media;
- 11) national events, and;
- 12) travel.

# Question #4

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Individual reflection/writing

Discuss with partner

Share a few examples  
with the large group

# NCCJ Impact

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**Honored multiple identities.**

**Gave language to feelings.**

**Helped deal with feelings  
associated with identities.**

**Supported and challenged them  
to explore all identities.**

# NCCJ Impact

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**Offered unique experiences and opportunities to explore their identities. This was due to their intensity or because of a particular exercise.**

**Behaviors changed because of these experiences, especially the experience of breaking into identity specific groups.**

# NCCJ Impact

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- **Participants took on NCCJ's commitment to social justice and action.**
- **Further developed NCCJ programs.**
- **Applied knowledge to other organizations to further NCCJ's mission.**

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# Reframing Identities for Justice

# Five Expanding Frames of RIJ

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1. Recognizing identities and the differences between identities.

# Five Expanding Frames of RIJ

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2. Comprehending the dominant/non-dominant status of identities

# Five Expanding Frames of RIJ

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3. Intentionally intersecting additional identities.

# Five Expanding Frames of RIJ

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4. Honoring multiple identities  
in self and others.

# Five Expanding Frames of RIJ

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5. Taking action for social justice.

# Thank You!

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Contact information:

Rebecca Gutierrez Keeton

(909) 869-3305

[rgkeeton@csupomona.edu](mailto:rgkeeton@csupomona.edu)