

Reframing Identities for Justice: Honoring Multiple Identities

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Workshop Overview

Research Details

Multiple Identities Interview
4 questions

Introduction to the Model

Theory to practice

Research Details

Study Participants

Research Methodology

Study Participants

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

Random Sampling
Technique

Qualitative Research

Interviews with 30
participants

Grounded Theory

Question #1

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

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

Individual reflection/writing

Discuss with partner

Share a few examples
with the large group

Identities intersect

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

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

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

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

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

Individual reflection/writing

Discuss with partner

Share a few examples
with the large group

Context Matters

- 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

4) neighborhood;

5) school;

6) strangers;

7) work;

Context Matters

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

Question #4

Individual reflection/writing

Discuss with partner

Share a few examples
with the large group

NCCJ Impact

Honored multiple identities.

Gave language to feelings.

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

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

NCCJ Impact

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

- **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.**

Reframing Identities for Justice

Five Expanding Frames of RIJ

1. Recognizing identities and the differences between identities.

Five Expanding Frames of RIJ

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

Five Expanding Frames of RIJ

3. Intentionally intersecting additional identities.

Five Expanding Frames of RIJ

4. Honoring multiple identities
in self and others.

Five Expanding Frames of RIJ

5. Taking action for social justice.

Thank You!

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