

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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