

BENEATH THE ICEBERG

EXPLORING, UNDERSTANDING, AND INCLUDING DIVERSE IDENTITIES



INTRODUCTIONS

COMMUNITY VALUES

- ❑ Respect
- ❑ No Judgement
- ❑ Use 'I' statements
- ❑ 1 step forward,1 step back
- ❑ Vegas Rule
- ❑ Reserve the right to change your mind

OFFICE OF INTERCULTURAL ENGAGEMENT (OIE)

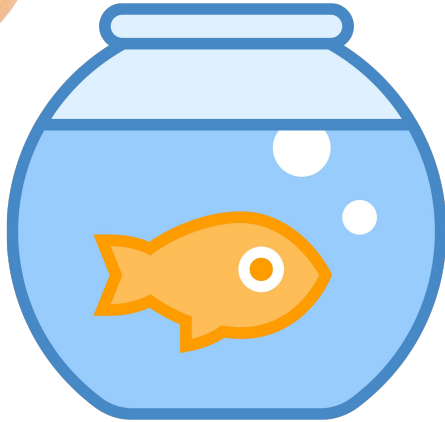
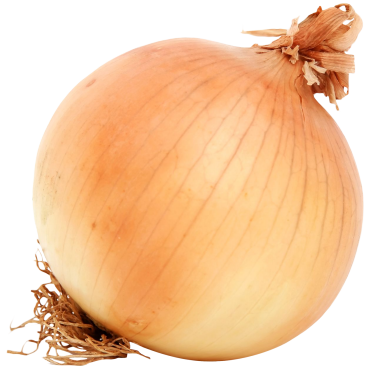
We engage, encourage, educate, and celebrate intercultural and cross cultural understandings to effect purposeful change and to prepare civically proficient leaders in a diverse world.



GOALS FOR TODAY

- 1. Better familiarize ourselves with DEI language**
- 2. Explore culture and identity using various models**
- 3. Frame culture and identity within a wider context**
- 4. Think differently about intersections of your own identities**

WHAT ARE WE ACTUALLY TALKING ABOUT?



WHAT ARE WE ACTUALLY TALKING ABOUT?

Bias

Diversity

Inclusion

Equality



Multiculturalism

Interculturalism

Social Justice

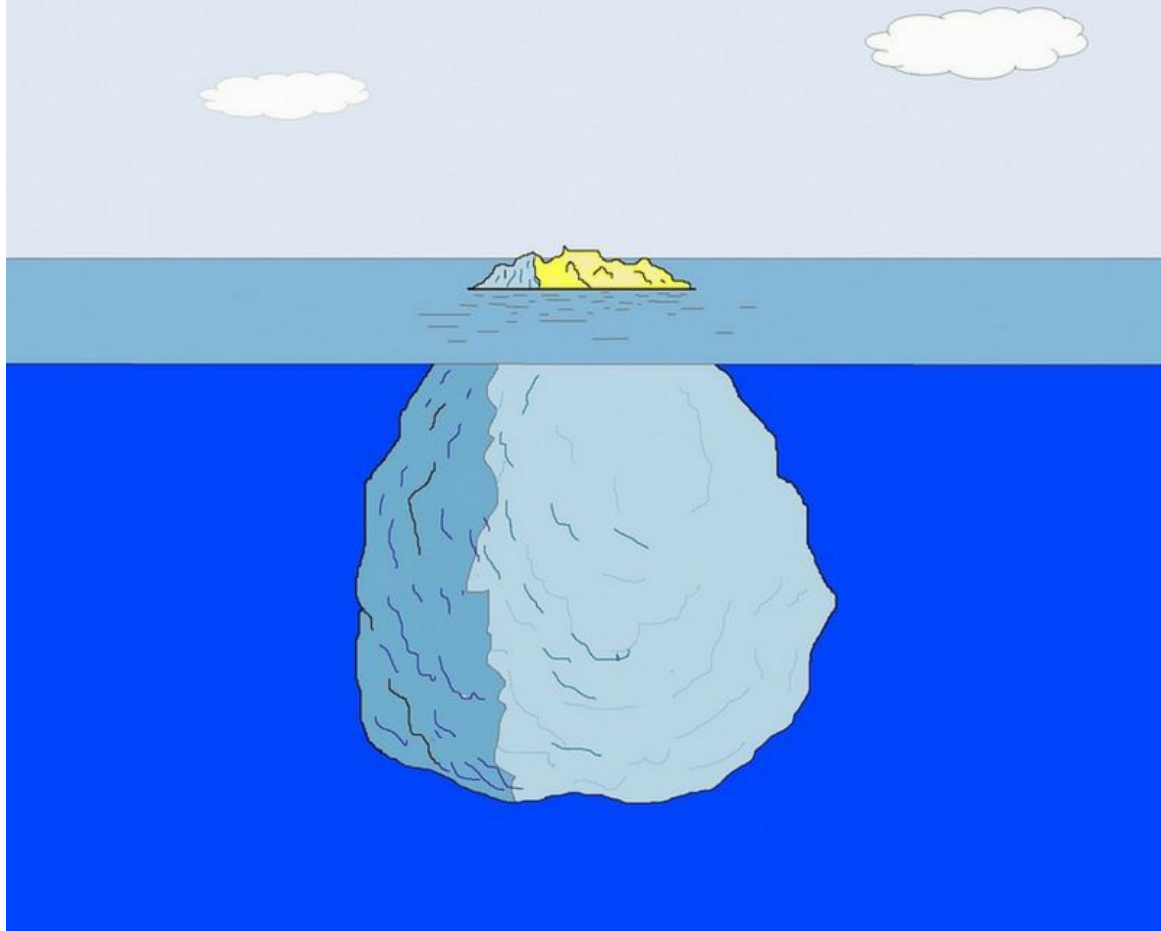
Equity

TARGET/NON-TARGET ASSESSMENT

Type of Oppression	Target Group	Non-Target Group
Race (-ism)	People of color	White people
Class (-ism)	Poor; working class	Middle, owning class
Sex (-ism)	Female	Male
Gender Identity (Cissexism)	Trans, Non-binary	Cisgender
Sexual orientation (Heterosexism)	Lesbian, gay, bisexual, Queer	Heterosexual
Ability (Ableism)	People with disabilities	Able-bodied
Religion	Non-Christian	Christian
Age (-ism)	People over 40	Young people
Youth	Children and young adults	Older adults
Rank/status/elitism	People without a college degree or access to higher education	People with a college degree or access to higher education
Immigrant status	Immigrant	U.S.-born
Language (Xenophobia)	Non-English	English

TARGET/NON-TARGET ASSESSMENT

1. What did you think about while doing this?
2. How do you think this relates to how you show up in academic spaces?
3. How do you think this relates to inclusion?
4. How actively aware are/were you of these identities?



PERCEIVED

GENDER
EXPRESSION

CLOTHING/
STYLE

BEHAVIORS

WEALTH

LANGUAGES

SKIN COLOR

PHYSICAL
FEATURES

EXPRESSIONS OF
CULTURE

GENDER IDENTITY

AGE

RACE

PHYSICAL
ABILITY

SEXUAL ORIENTATION

EDUCATION

NATIONAL ORIGIN

SOCIOECONOMIC
STATUS

LIFE EXPERIENCES



FAMILY STRUCTURE

HABITS

BIASES

RELATIONSHIP
STATUS

VETERAN STATUS

MENTAL HEALTH

STUDENT STATUS

EMPLOYMENT

TALENTS

POLITICAL BELIEFS

VALUES

PERSONALITY

LEARNING STYLES

HERITAGE

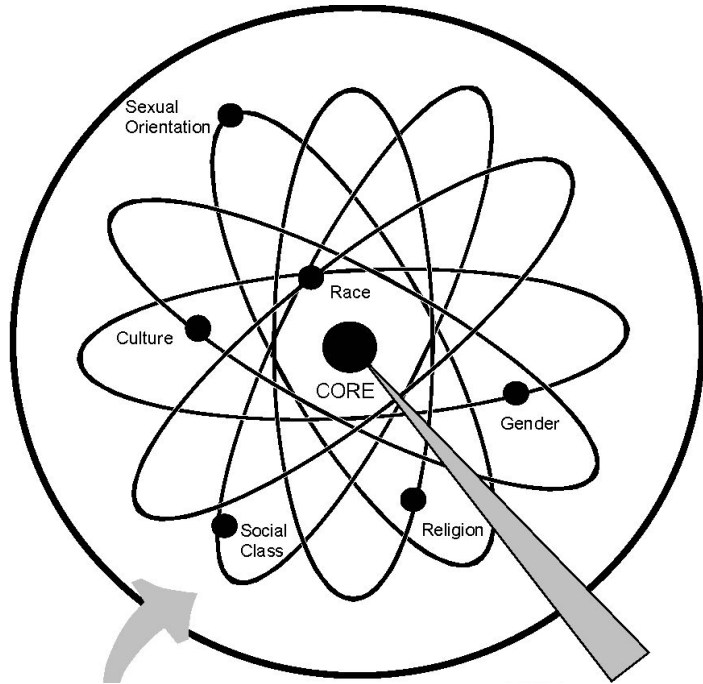
FAITH/RELIGION



STUDENT AFFAIRS
INTERCULTURAL
ENGAGEMENT

MULTIPLE DIMENSIONS OF IDENTITY

(Jones & McEwen, 2000)



CONTEXT

Family Background
Sociocultural Conditions
Current Experiences
Career Decisions and Life Planning

INTERSECTIONALITY

A concept that describes the interconnected nature of social identities as they apply to an individual

CORE

Personal Attributes
Personal Characteristics
Personal Identity

IDENTITY SIGNS

MICROAGGRESSIONS

MICROAGGRESSIONS

“Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership” (Sue, 2010)

Suggested resource: <http://www.microaggressions.com/>



MICROAGGRESSIONS

1. **Microassault** – derogatory verbal or non-verbal behaviors; usually deliberate
2. **Microinsult** – insensitive or rude comments; usually unintentional
3. **Microinvalidation** – negating or nullifying the thoughts, feelings, or experiences of a member of a target group; usually unintentional



MACROAGGRESSION

In addition to microaggressions perpetuated by individuals, we must also consider those that are more macro, systemic, and/or environmental, usually directed toward an entire group of people, such as:

- Media coverage
- Political commentary/discourse
- Overheard conversations or comments
- Graffiti, t-shirts, bumper stickers





**Micro
Aggressions**

STRATEGIES

STRATEGIES FOR INTERCULTURAL INTERACTIONS

Inclusive Language: Strategies to Avoid (Some) Language Pitfalls Around Social Identity

- 1. Press Pause! Let others take the lead on how and when to describe their own social identities.**
- 2. Show others you care through your language choices, rather than show that you're "politically correct."**
- 3. Avoid "correcting" language usage that you find "wrong"; instead, address the statement or word choice through "I" statements that share personal impact.**
- 4. Seek first to understand others' ideas about identity, then to be understood.**
- 5. Check your ego at the door.**

STRATEGIES FOR INTERCULTURAL INTERACTIONS

Raise the B.A.R

- a. **Breathe**
 - i. **Relaxing, centering, reduces responding on impulse**
- b. **Acknowledge**
 - i. **Actively listen, repeat what you heard, ask for clarity**
- c. **Respond**
 - i. **Understand in order to be understood**

(Cullen 2008)



STRATEGIES FOR INTERCULTURAL INTERACTIONS

4C's- a facilitation strategy to help deal with difficult statements

- a. **Clarify** the speaker's comment to get a sense of what they are saying.
- b. **Change** the conversation from generalizations/opinions to focus on pat experiences
- c. **Create** space for others to respond and share alternative perspective
- d. **Challenge** the statement with a **credible counterpoint**.

Adapted from The Sustained Dialogue Institute



STRATEGIES FOR INTERCULTURAL INTERACTIONS

PAN and PAIR

1. **PAN**- Pay Attention Now)
2. **ASK** about the specifics behind the person's comment or behavior
3. **INTERRUPT** the dynamics
4. **RELATE** to the person or their comment/behavior (attempt)
5. **SHARE** about yourself ~ self-- disclose with a story or example; your feelings in the moment; the impact of a comment or behavior, etc.

From © Center for Transformation and Change | Dr. Kathy Obear



STRATEGIES FOR INTERCULTURAL INTERACTIONS

1. Start with yourself! Understand your own cultural lens and work to articulate and acknowledge your own identities, attitudes, and feelings.
2. Be curious by asking about other's backgrounds and experiences.
3. Assume positive intent.
4. Don't take it personally.
5. Avoid making assumptions - seek first to understand.
6. Listen carefully and ask for clarification.
7. Pay close attention to non-verbal communication.
8. Avoid jargon, slang, and culturally-based humor.
9. Be patient with yourself and others.

REMEMBER TO...

1. Do your own research
2. Don't tokenize people
3. Think about intent versus impact
4. Use "I" statements
5. Recognize and appreciate vulnerability
6. Consider your privilege
7. Find ways to engage in conversation

WHAT CAN WE DO FOR YOU?

- Join a student organization!
 - ILC, Confetti, Q+, and more
- Attend a program
 - LGBTQ+ Lunch and Learns
 - CommUNITY Dialogues
 - Heritage Months
 - ...and more
- Sign up for a training
 - Safe Zone Training
 - KaleidoSCOPE
 - Request a Training
- Visit us!
 - IRC - EUC 062
 - Reserve our space



INTERCULTURAL.UNCG.EDU