



# DIVERSITY, EQUITY, AND INCLUSION

## The Basics – Exploring Identity

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### SHARED LANGUAGE

**Identity:** The collective aspect of the set of characteristics by which a person is definitively recognized or known. The set of behavioral or personal characteristics by which an individual is recognizable as a member of a group.

**Diversity:** The blending of different identities, backgrounds, experiences, and perspectives within an organization/community, all of which impact the way a person is perceived and received by others, as well as how they perceive and receive the world around them.

**Equity:** The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

**Inclusion:** Creating an environment of open participation from all individuals with different ideas and perspectives where everyone feels they have a voice, are valued, and feel validated.

**Intent vs. Impact:** A concept applied typically when there is a negative outcome or experience. Intent is a crucial aspect of our actions, and it does not negate the impact to ourselves or another whether intentional or unintentional.

**Marginalized/Minoritized Culture:** A community of people whose access to institutional and structural power has been severely limited regardless of the size of the population. As a result, the community is constantly being disenfranchised and disempowered by the dominant population.

**Intersectionality:** “Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It’s not simply that there’s a race problem here, a gender problem here, and a class or LGBTQ problem there. Many times, that framework erases what happens to people who are subject to all of these things.” - Kimberlé Crenshaw (2017)

**Tokenization:** The practice of doing something only to prevent criticism and give the appearance that people are being treated fairly or the space is inclusive by utilizing someone from a marginalized social identity group to ensure the perception of fairness or inclusivity.

### SOCIAL IDENTITY WHEEL

*Fill in your identity for each of the categories listed. In the inner (light grey) circle, record the identities that are most important, or salient, to you. In the outer circle, record the identities that are less important to you.*

**Body Size/Type:** Think about body shape, size, level of body confidence, etc.

**Age:** Think about age range and/or generation - young adult, adult, Millennial, Gen Z, etc.

**Socio-economic Status:** Think about income level for yourself and/or your family – upper class, middle class, working class, etc.

**Sexual Orientation:** Think about who you are romantically interested in or attracted to – heterosexual, gay, lesbian, bisexual, pansexual, asexual, etc.

**Gender Identity/Expression:** Think about identifying as a woman, man, non-binary, transgender, etc.

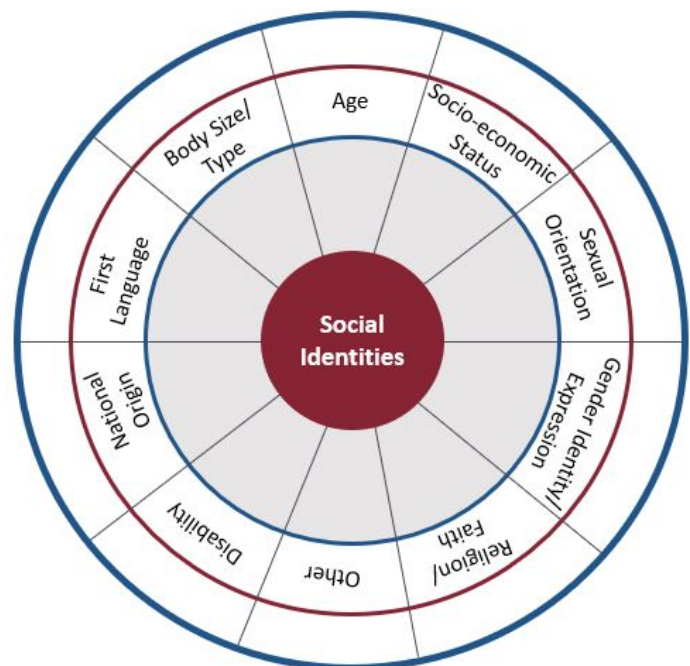
**Religion/Faith:** Think about what you believe - Agnostic, Atheist, Catholic, Jewish, Muslim, Protestant, etc.

**Disability:** Think about visible or hidden disabilities- hearing impaired/deaf, needing a wheelchair, etc.

**National Origin:** Think about what country you were born in and/or maintain citizenship – United States, Mexico, China, UK, Cuba, etc.

**First Language:** Think about the primary language you grew up speaking – English, French, Spanish, Cantonese, etc.

**Other:** Think about whether there is anything else salient to you that qualifies as a social identity.



## Matrix of Oppression

Social Identity Categories	Privileged Social Groups	Border Social Groups ↔	Vulnerable -or- Targeted Social Groups	-ism
Race	White People	Biracial/Multiracial People (White/Latino/a/x, Black, Asian)	Asian, Black, Desi, Latino/a/x, Native, Indigenous People	Racism
Sex	Male	Intersex	Female	Sexism
Gender	Cisgender Men and Women	Non-binary	Transgender, Genderqueer	Transgender Oppression
Sexual Orientation	Heterosexual People	Bisexual People	Asexual, Gay, Lesbians, Pansexual	Heterosexism
Class	Rich, Upper Class People	Middle Class People	Working Class, Poor People	Classism
Ability/Disability	Temporarily Able-bodied People	People with Temporary Disabilities	People with Disabilities	Ableism
Religion	Protestants	Roman Catholic (historically)	Jews, Muslims, Hindus	Religious Oppression
Age	Adults	Young Adults	Seniors, Young People	Ageism/Adultism

Adapted from Teaching for Diversity and Social Justice, 2<sup>nd</sup> Edition, Routledge, 2007; 2020 Updated Language

## DOMINANT VS. MINORITIZED GROUPS

### *Matrix of Oppression*

Notes:

## WHEN HAVE YOU FELT OUT OF PLACE FOR WHO YOU ARE?

## RECOGNIZING HOW & WHY TOKENIZATION SHOWS UP

- Asking someone to speak on behalf of an entire group
- Utilizing a person in your marketing or advertising materials to give the perception that the group, product, etc. is for that type of person
- Believing that because you have one person from a social identity group, everything is okay
- Applying your one friend with disabilities experiences to everyone within that community
- A stereotyped character in the media

## IDENTITY & RECRUITMENT

- Conversation > Selection > Matching > Bid Day or Big/Little
- It's important to know but shouldn't be the entire reason
- Logistics to Show Time
- Social Media
- Panhellenic vs. Pi Phi
- What Does Our Recruitment Strategy Say About Us?
- What Environment are We Trying to Achieve?

## FINAL THOUGHTS