



Identity - who else am I to be?

Sun, 19/10/2014 - 20:23 -- Eike Totter

Type of tool:

Activity

Duration:

60-90 min

Topics addressed:

Personal development

Leadership

Social inclusion

The tool introduces attendees to different social groups that divide between power and oppression. It reveals how this memberships affects their life and possibilities of participation - and how attendees can act more including as leaders or allies.

Aim:

To become aware of own belonging to social groups and how this belonging is shaping one's identity. To be able to use this awareness to create spaces in groups, trainings, organisations etc. that more people will enjoy being part of.

Methodology:

Social Justice Trainings.

This activity works with an effect that removes mechanisms of political correctness in a safe environment. therefore it allows to unveil individual connection and motivation to work for social inclusion.

Step by step process:

Input: Human rights approach and needs for inclusion.

Inroduction of social groups.

Introduction of members of these groups.

Own belongings.

Reflection and learning curve documentation.

Further steps.

This process will be detailed after the presentation at the tool fair to allow for the special approach of this tool that reveals filters in an unexpected way.

Materials and resources:

Some printouts, data projector, chairs or bistro tables to sit at. Closed, protected room.

Outcomes:

Clarity of one's own belongings.

Realisation of diversity in random groups.

Introduction to the idea of intersectionality.

Motivation and connection of own involvement and for own action in inclusive work.

Evaluation:

I used this approach a few dozen times. It's a quick, versatile and surprising way to introduce into diversity and intersectionality. It works as well in quick workshop-settings as with sufficient time and, if desired, to go deeper and have a broader impact. It surely allows to connect attendees with the issue of diversity, to realise own powers and to remember situations that help a lot to motivate oneself to become active against exclusion and discrimination. Depending on how it's aimed and conducted in each case, it is possible to have a quick and obvious connections to everyone without being too touching in an uncomfortable way.

The special, systemic approach about the model of the "filter" is transferable into many different contexts which I am prepared to elaborate.

Notes for further use:

The main input is inspired by a work of Patricia S. Griffin.

Rating:

Average: 4 (3 votes)

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