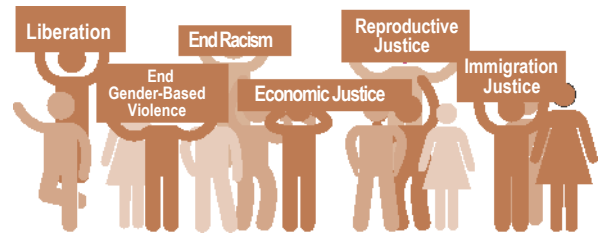


# RACIAL EQUITY WORKSHOP PRE-WORK



## Social Identity Groups

Social identity groups are based upon a variety of characteristics that are at times obvious and visible and not. Social Identity can be self-claimed and/or ascribed by others. For example, racial groupings can be ascribed as well as self-claimed. Government, schools, and employers often ask an individual to claim a racial identity group or simply ascribe one to an individual based on perception. Other social identities are personally claimed but not often announced or easily ascribed such as ability, sexual orientation, religion or citizenship status.

**Following are some examples. Feel free to use your own language to name your identities.**

| Social Identity                        | Group Membership   |
|--|--|
| Gender                                 | Transgender, Gender Non-Conforming, Gender Fluid, Post-Gender, GenderQueer, Cisgender  |
| Sex                                    | Intersex, Female, Male, X, XXY, XYY, XXXY  |
| Race                                   | Black, Latinx, Pacific Islander, Asian American, Native American, Native Hawaiian, Alaska Eskimo, Bi/Multiracial, Mixed Raced, White   |
| Ethnicity                              | Irish, Han, Garifuna, Haitian, Puerto Rican, Palestinian, Italian, Jewish, Guatemalan, Lebanese, European-American, Serb, Ashanti  |
| Sexual Orientation/Attractionality     | Queer, Lesbian, Gay, Bisexual, Pan-Attractional, Questioning, Heterosexual   |
| Religion/Spirituality Faith/Meaning    | Hindu, Muslim, Buddhist, Yoruba, Jewish, Christian, Pagan, Agnostic, Greek Orthodox, Goddess Worshipper, Atheist, Secular Humanist   |
| Socio-economic Class                   | Below the Poverty Line, Low Income, Middle Class, Upper-Middle Class, Wealthy, The 1%  |
| Age                                    | Child, Adolescent, Young Adult, Adult, Senior, Elderly   |
| (Dis)Ability                           | Person with disabilities (cognitive, physical, emotional, etc.), Temporarily able-bodied, Temporarily disabled, Differently Abled, Able-Bodied   |
| First Language                         | Tagalog, Urdu, Spanish, Kreyol, English, Mandarin, Bengali, French, Swahili  |
| Nation(s) of Origin and/or Citizenship | Mexico, United States, Nigeria, Korea, Turkey, Brazil, Chile, El Salvador, Haiti, Canada   |
| U.S. Citizenship Status                | Undocumented, Asylee, Internally Displaced Person, Student Visa, Work Visa, Permanent Resident, Naturalized Citizen, U.S. Born   |
| Tribal or Indigenous Affiliation       | Lakota, Tewa, Absentee Shawnee, Anishinaabeg, Native Hawaiian, Alaskan Eskimo  |
| Body Size/ Type                        | Fat, Person of Size, Thin  |
| Parenthood                             | Single Parent, Multi-Parent Household, Foster Parent, Parent through Adoption, Gender Non-Conforming Parent, Same Gender Parents, Kinship Parent, Informal Parenting Network, Parent through Communal Living, Not a Parent, Two-parent household |

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## Self-Reflection

1. In the column labeled “GROUP MEMBERSHIP,” list the memberships that you claim and/or those that are ascribed to you.
2. On the following page, respond to the prompts by listing the social identities that best complete each statement.
3. Please bring this activity to the workshop. It will not be collected.

| Social Identity                        | Group Membership |
|--|------------------|
| Gender                                 |                  |
| Sex                                    |                  |
| Race                                   |                  |
| Ethnicity                              |                  |
| Sexual Orientation/Attractionality     |                  |
| Religion/Spirituality Faith/Meaning    |                  |
| Socio-economic Class                   |                  |
| Age                                    |                  |
| (Dis)Ability                           |                  |
| First Language                         |                  |
| Nation(s) of Origin and/or Citizenship |                  |
| U.S. Citizenship Status                |                  |
| Tribal or Indigenous Affiliation       |                  |
| Body Size/ Type                        |                  |
| Parenthood                             |                  |

## Which social identity/identities...

|  |  |
|--|--|
| <b>Example:</b><br>...Are you most aware of? | <b>Example:</b><br><i>Race, Gender and Body Type</i> |
| ...Are you most aware of?                    |  |
| ...Do you think about the least?             |  |

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## Which social identity/identities...

|   |  |
|---|--|
| <b>...Do you have the earliest memories of?</b>   |  |
| <b>...Do you experience others responding to the most (positively and/or negatively)?</b> |  |
| <b>...Has/have an impact on how you see yourself (positively and/or negatively)?</b>      |  |
| <b>...Has/have an effect on your leadership style?</b>                                    |  |
| <b>...Has/have an effect on your decision making?</b>                                     |  |
| <b>... you are most likely to lead with in times of conflict?</b>                         |  |
| <b>...Has/have presented complications in your personal relationships?</b>                |  |
| <b>...Has/have presented complications in your professional relationships?</b>            |  |
| <b>...Grant(s) you unearned privilege in our larger society?</b>                          |  |

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