



# Personal Experience and Identity

*Acknowledge Difference and Notions of Belonging*

Where is the Bridge? Theme 1  
By Portia Morrell & Carine Gibert



# Themes

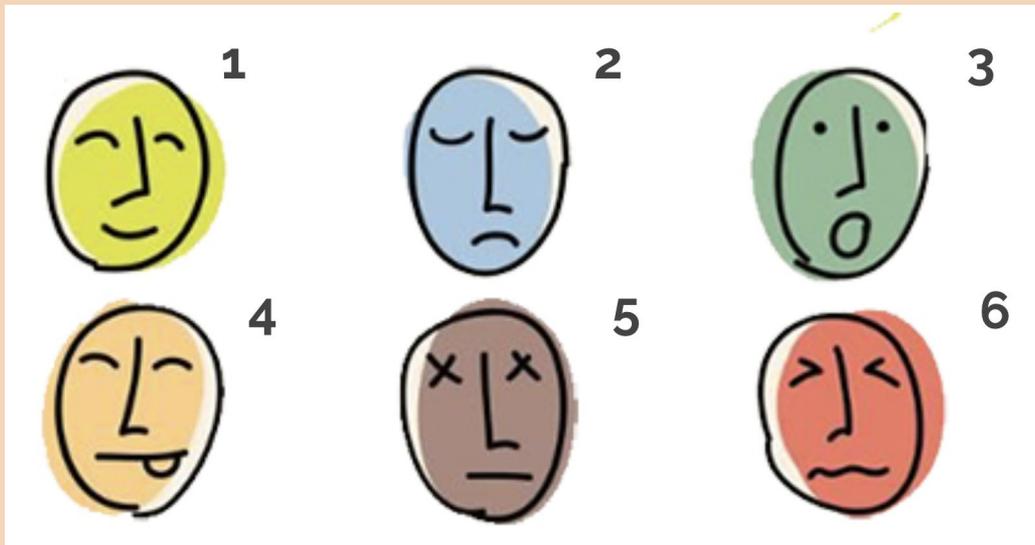
Theme 1: Personal Experience and Identity - Acknowledge Difference and Notions of Belonging

Theme 2: Transitions - From personal experience to collective realities - Where is the bridge ?

Theme 3: Systems and Structures - Features of Whiteness vs Others (Being othered) - Power Structures

Theme 4: Rewriting the Story - Integrating the Multiple Narratives.

# OPENING REFLECTION: *How do you feel ?*



## OBJECTIVES

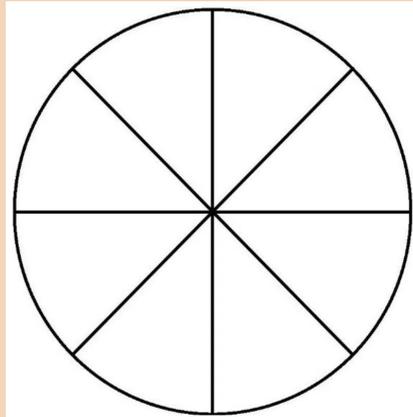
1. Identifying your own personal bubble
2. Recognizing that personal experience is self-centered
3. Recognizing the limitation of self
4. Compare and contrast the experience of self vs others (world)
5. Understand how powerful white privilege is, moving beyond recognizing it to naming where it lives.

# Identity Wheel

## Instructions

1. Draw a large circle with 8 sections on a sheet of paper.
2. Label each section with one of your identity markers.

Note: You will also need three different color markers or pencils.



[Link to Activity](#)



# *Reflection Questions:*

## *Choose one to focus on*

- Do the color label placements depend on the context I'm in?
  - For example, do I think about my race if I'm in a primarily African American environment, or does it become more prevalent when I'm one of the few (or the only) African American in the space?
- In what areas does a particular identity perceive to hold equal weight, regardless of the context?
- In what ways do your identities intersect with white privilege?

# Privilege Checklist

## Activity Instructions

The following checklist are examples of ways white individuals because they are white.

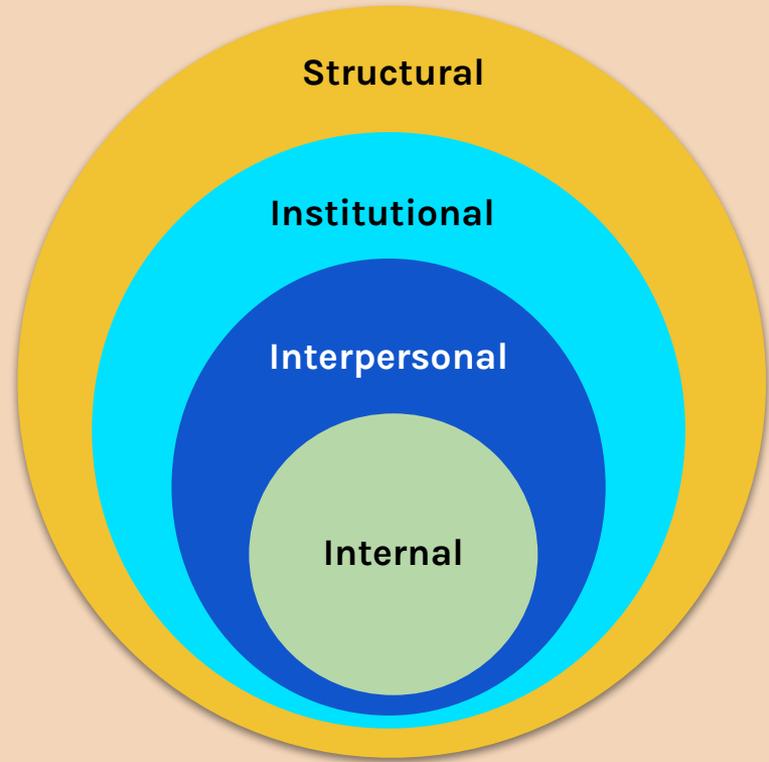
Please read the list and place a check next to the privileges that apply to you or that you have encountered.

At the end, try to list at least 2 more ways you have privilege based on your race.

[White Privilege Checklist](#)

# Levels of Racism

- Internal
- Interpersonal
- Institutional
- Structure



# *Internalized Racism*



## **Internalized racism lies within individuals:**

This type of racism comprises our private beliefs and biases about race and racism, influenced by our culture. This can take many different forms including: prejudice towards others of a different race; internalized oppression—the negative beliefs about oneself by people of color; or internalized privilege—beliefs about superiority or entitlement by white people.





# *Interpersonal Racism*

**Interpersonal racism (personally mediated) occurs between individuals.**

This is the bias that occurs when individuals interact with others and their personal racial beliefs affect their public interactions.



# *Institutional Racism*



**Institutional racism occurs within institutions and systems of power:**

This refers to the unfair policies and discriminatory practices of particular institutions (schools, workplaces, etc.) that routinely produce racially inequitable outcomes for people of color and advantages for white people. Individuals within institutions take on the power of the institution when they reinforce racial inequities.

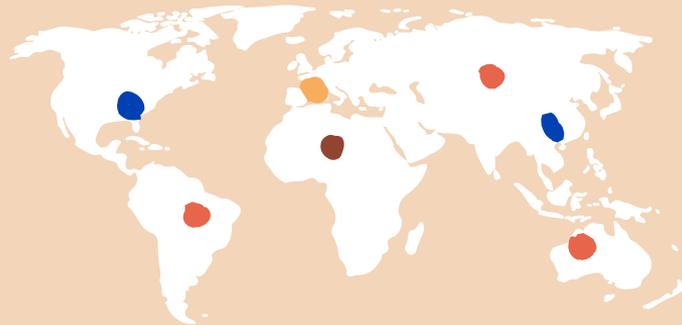




# *Structural Racism*

**Structural racism is racial bias among institutions and across society.**

This involves the cumulative and compounding effects of an array of societal factors, including the history, culture, ideology and interactions of institutions and policies that systematically privilege white people and disadvantage people of color.



# *Danger of the Single Story:*





# *Danger of the Single Story + Checklist*

## Activity Instructions

With the danger of the single story in mind, categorize the White Privilege Checklist statements into the four levels of racism.

Near each statement, indicate the level or levels of racism.



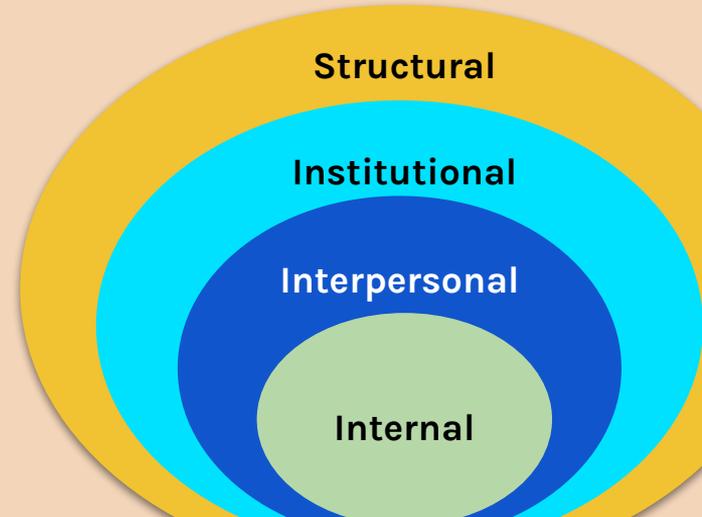
# Levels of Racism

**Internalized** racism lies *within* individuals

**Interpersonal** racism occurs *between* individuals

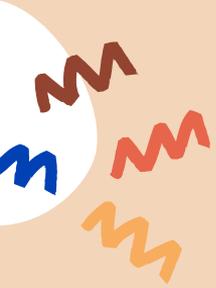
**Institutional** racism occurs within *institutions* and **systems** of power

**Structural** racism is racial bias among *institutions* and across **society**



# *Reflection*

How do the levels of racism compare with your definition of racism ? Are there any parts that have been left out of your definition ?



# **CLOSING REFLECTION:** *How do you feel ?*

In the chat type in one word to describe how you are currently feeling.

