
2022-23



WORKSHOP TWO

RESOURCES

TABLE OF CONTENTS

- 03.** Identity
- 07.** Unconscious Bias
- 10.** Imposter Syndrome
- 13.** Emotional Intelligence
- 14.** Further learning
- 17.** Reflections
- 18.** Contact

How would you define your identity?



Examples

(Feel free to use your own language for your identities.)

- Gender
- Sex
- Race
- Bi/Multiracial
- Ethnicity
- Affiliation to a cause
- Body Size/ Type
- Marginalized Group: social identity groups that are disenfranchised and exploited
- Sexual Orientation
- Religion/Spirituality
- Social Class
- Age
- (Dis)Ability
- Nation(s) of Origin and/or Citizenship
- Tribal or Indigenous
- Privileged Group: social identity groups that hold unearned privileged in society

Here's some space to make notes:

Questions to help you think about how your identities affect how you see the world

1. Which identities you think about most often?
2. Which identities you think about least often?
3. Which of your own identities you would like to learn more about?
4. Which identities that have the strongest effect on how you perceive yourself?
5. Which identities that have the greatest effect on how others perceive you?
6. The biases and prejudices your identity give you



Identity and Biases

Each of our identities makes us look at the world a little different. I call this our glasses, that change the view of the world.

Sometimes we need to take the glasses off so we can see the world the same as others. This is not easy.

One way we talk about this is to talk about privilege.

Identities that have privilege are the ones that are in a powerful position in society. We often talk about "male privilege" and "white privilege". But there would be more: straight and hetero normal, class, education etc.

It does not mean that all men do better in life than all women, or that all people of colour cannot achieve anything, but, that for a woman or person of colour, life is just more difficult at each point.

White people live without racism, open or institutional.

Men live without constant sexual harassment or people thinking less of them due to gender.

So, things are just that bit easier for them.

People will be affected by both privilege and disadvantage by different parts of their identity. For example - a white woman.

Intersectionality is where two different identities meet, and create issues that are not there for people who have just one of the identities.

This is best described by the case that coined the term, a black woman sued General Motors for discrimination as they would not give her a job. She lost, as GM argued that they were not racist as they employed black men in the factory and weren't sexist as they employed white women in the offices. But there were no roles for black women.

Our Identity & Work

It is a really good idea to find a job that matches your identity and values - as we said in Workshop one. Think about if your identity is reflected in what you do at work. For example, are you supported to be authentic? Are you listened to?

Try to be brave and take your whole self into work - you will bring a diversity of thought and opinion!

Identity and Working with others

In work, it is important to think of others as that make up of different bits like our own. While bring diversity of thought, so do colleagues and others we work with.

Also, it is really important to think about our tenants as individuals, with different needs, beliefs and values. These also need to be respected and recognised.

Identity and balance

Think about how your identity impacts on the balance in your life. If things like family are important to you, make time in your week for that. If you find it important to be alone, schedule that in too.

There are lots of ways to investigate your personality and identity, there are so many I don't want to recommend one, but it might be worth looking at Myers-Briggs tests and others.



Living in an unequal society, even one that is trying to improve the inequality, layers our minds and our subconscious with opinions and biases that we may not even know we have.

For example, the majority of white people I know are not overtly racist, would never think explicitly that they are better than a person of colour, nor would call names or refuse service etc due to the colour of the skin. However, we were all brought up in a society where there is racism, that is embedded into the centuries of our history, media and culture. Unfortunately, this may come out in our interactions with people of colour. We would not be overtly racist, but may ask a question, respond to a statement or assume something about the person due to their colour. This is unconscious bias.

We all have it, in different ways.

How can we deal with it?

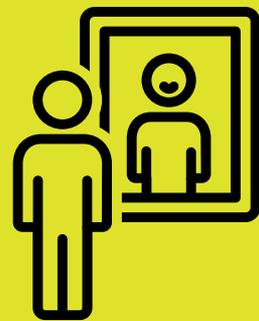
The first step is to acknowledge it exists, and to examine your thoughts, feelings behaviours and actions for prejudice and biases.

As an individual, it can be important to recognise and understand what biases you may have. It can be helpful to have discussions with others to explore biases.

When making decisions, take your time and do not rush. Ensure that you justify decisions by considering the evidence available, and record the reasons for your decisions. Making decisions together as a team can help mitigate the biases of one individual. Be open to conversations and challenges around decisions and potential biases.

Affinity or similarity bias

This bias can be described as the tendency to favour people who are like you in some way. For example, when hiring people, we may favour candidates who are similar to us or seem familiar, considering them a 'good fit' for the team. Instead, we should value diversity and be asking 'what will this person add to our team?'



Confirmation bias

Once we make a decision or form an opinion, we tend to look for, and value, further information that confirms this. You can think of confirmation bias as 'cherry picking' or 'wishful thinking'. We may end up interpreting things in a certain way, or ignoring other information that contradicts our confirmation bias. This can cause problems in the workplace if we fail to notice an issue or make misjudgements.



The halo effect

This occurs when one perceived positive feature or trait makes us view everything about a person in a positive way, giving them a 'halo'. However, we may not actually know that much about a person, and the halo effect can lead us to ignore other aspects. This is something to consider when making formal assessments for example. The 'horn effect' is the opposite - when we focus on one particularly negative feature.



You can explore your unconscious bias in this experiment by Harvard University:

Equality Assessment

Try to think about some of these scenarios with different privileges or barriers

An event finishing late at night

Holding a meeting in a place of worship

Sending out important information to your customers

Advertising a new job

On average, 70 % of people suffer from Imposter Syndrome at least once in their lives.



We think it would be closer to 100% of people on the programme.

Originally described in 1978 by psychologists, Pauline Rose Clance and Suzanne Imes, to describe a phenomenon they had seen in professional women, Imposter Syndrome is now recognised as a wider issue.

With imposter syndrome, a person doesn't feel confident or competent, regardless of what they achieve. They don't experience the joy of success because they are always waiting for their inadequacy and fraudulence to come to light.

Imposter Syndrome can be caused by the internal misogyny, racism, classism etc that we have soaked up during our life.

So we don't think we are worth the job as we are different, female, gay, black or working class.

It can also be caused by a lack of confidence in our own abilities, so we need to build this up. Remind yourself of your abilities, and keep them growing with learning and keeping an open mind.

Below are the types of Imposter Syndrome and some space to make notes:

Imposter Syndrome

Imposter syndrome can be broken down into five basic types:



The Perfectionist.

This type of imposter syndrome involves believing that, unless you were absolutely perfect, you could have done better.



The Expert.

The expert feels like an imposter because they don't know everything there is to know about a particular subject or topic, or they haven't mastered every step in a process.



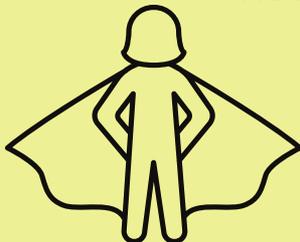
The Natural Genius.

In this imposter syndrome type, you may feel like a fraud simply because you don't believe that you are naturally intelligent or competent.



The Soloist.

It's also possible to feel like an imposter if you had to ask for help to reach a certain level or status.

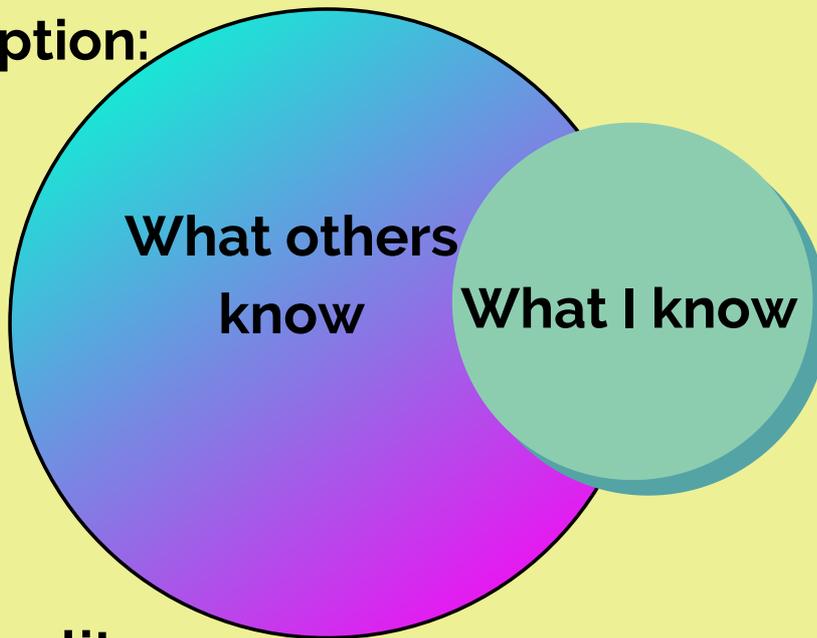


The Superperson.

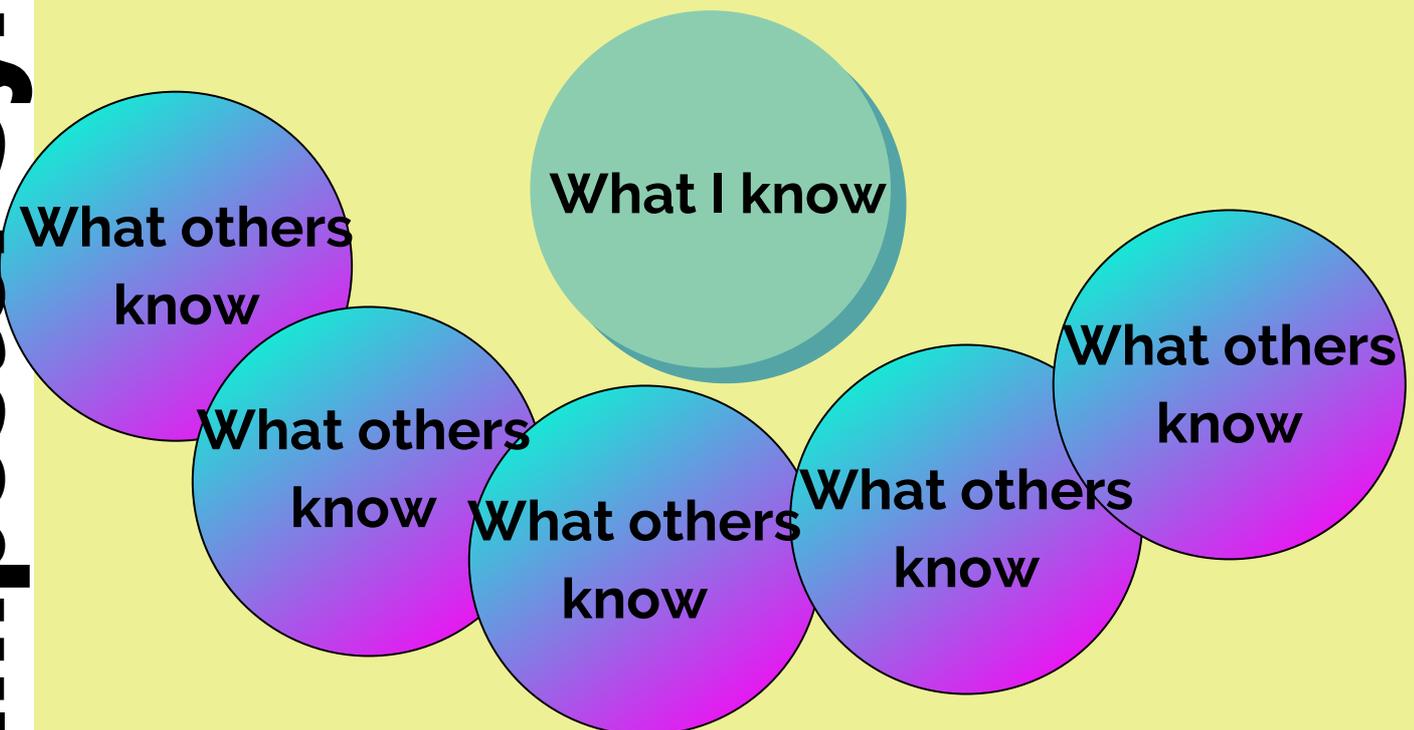
This type of imposter syndrome involves believing that you must be the hardest worker or reach the highest levels of achievement possible and, if you don't, you are a fraud.

This might be a helpful way of looking at things:

Assumption:



Reality:



Techniques for combating Imposter Syndrome

- Share your feelings.
- Focus on others.
- Assess your abilities.
- Take baby steps.
- Question your thoughts.
- Stop comparing.
- Use social media moderately.
- Stop fighting your feelings.
- Refuse to let it hold you back.

Emotional Intelligence

Emotional intelligence (EI) is the ability to perceive, interpret, demonstrate, control, and use emotions to communicate with and relate to others effectively and constructively. This ability to express and control emotions is essential, but so is the ability to understand, interpret, and respond to the emotions of others.



Signs of Emotional Intelligence

- An ability to identify and describe what people are feeling
- An awareness of personal strengths and limitations
- Self-confidence and self-acceptance
- The ability to let go of mistakes
- An ability to accept and embrace change
- A strong sense of curiosity, particularly about other people
- Feelings of empathy and concern for others
- Showing sensitivity to the feelings of other people
- Accepting responsibility for mistakes
- The ability to manage emotions in difficult situations

Explore your emotional intelligence with this short quiz:

<https://www.verywellmind.com/how-emotionally-intelligent-are-you-2796099>

Here are some TED Talks to listen to/ watch to help you investigate your sense of self:

Get comfortable with being uncomfortable | Luvvie Ajayi

How to build your confidence – and spark it in others –
Brittany Packnett

Amy Cuddy – Your body language shapes who you are

Dr Ivan Joseph – The skill of self confidence

Adam Galinsky – How to speak up for yourself

Andy Puddicombe – All it take is 10 mindful minutes

Isaac Lidsky – What reality are you creating for yourself

Yassmin Abdel-Magied- What does my headscarf mean to you?

Simon Sinerk- How great leaders inspire action?

Tony Robbins – Why we do what we do?

Susan Cain – The power of introverts

The urgency of intersectionality

Kimberlé Crenshaw

If you have any suggestions you want to share with us all of Ted Talks you have enjoyed, email them in to us or start a conversation on Pushfar!

RECOMENDED PODCASTS



A playlist of podcasts on Emotional Intelligence:

<https://open.spotify.com/playlist/7uEpTwnqAyhAkvg9Uftnb>

Identity Podcast:

<https://open.spotify.com/show/2xPOrQfDjjQJJjOn3q3ePb>

Find your Identity Podcast:

<https://open.spotify.com/show/6NyPOnwmHolk6kt7lKylk7>

ReWorked Podcast

<https://open.spotify.com/show/5BozTQtXS3GzbFWjjucDij>

Additional and free online training that is available

One of my mottos is "Every day is a school day"

Continual learning through our lives happens naturally, if we are open to it, but there are a lot of free options out there to get additional learning and development.

Here are a few examples:

OpenLearn is the free courses from Open University and has thousands of free courses for you to choose from. Here are a selection that might be useful to you at the moment, but there are plenty to have a look at:

<https://www.open.edu/openlearn/>

KEEP LEARNING



REFLECTIONS

What? Descriptive

So what? Knowledge and meaning

Now what? Plan of action

Don't hesitate to get in touch if you want more information or support during your journey:

General queries to HDN and the Mentoring team;



Mentoring@housingdiversitynetwork.co.uk



01484 652 606



Address

Housing Diversity Network
30 Manor Row
Bradford
BD1 4QE



Socials

Facebook - <https://www.facebook.com/HousingDiversityNetwork>

LinkedIn - <https://www.linkedin.com/company/housing-diversity-network>

Website

<https://www.housingdiversitynetwork.co.uk/>