



# The Impact of Identities on Your Experience

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# Community Guidelines

- W.A.I.T. (Why am I talking? Why aren't I talking?)
- Assume good intentions
- Ask for clarity
- Use "I" statements
- Respect time
- Lean into discomfort
- Vegas rule

# OBJECTIVES

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- Discuss our identities and how they relate to our experiences in society, leadership, and everyday life
- Share your own social identities
- Discuss how our identities help us build community within our organizations
- Develop strategies for helping students navigate their identities
- Help students engage identities not their own

# Personal Identities: What Are They?

- Personal identities are individual traits that make up who you are:
  - Hobbies / Interests
  - Character traits / Values
  - Talents / Skills
  - Experiences / Personal Choices
- These are things that you choose and are able to shape for yourself.

# Social Identities: What Are They?

- Social identities are called such because society strongly influences how we categorize other people and ourselves based on these identities in significant ways. They are shaped by:
  - Common history
  - Shared experiences
  - Legal and historical decisions
  - Day to day interactions

Pass out: ***Social Identity Wheel.***

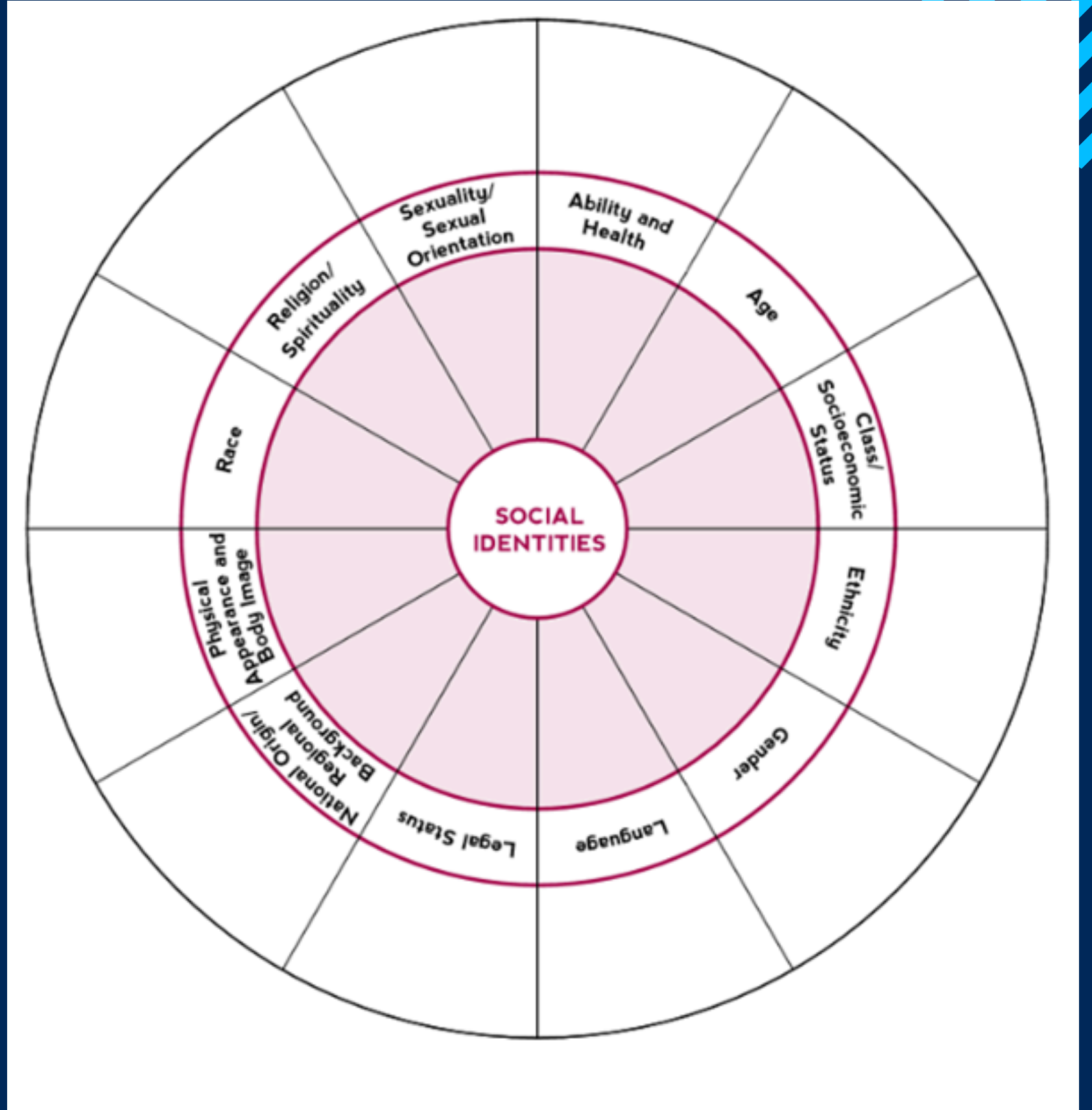
- On the ***inner*** circle, write down the identities that are most important or salient to you.
- On the ***outer*** circle, record your other identities that are less important or salient, but still a part of your identity.



# Social Identities: What Are They?

- Race
- Ethnicity
- Sex Assigned at Birth
- Gender Identity
- Sexual Orientation
- Class / Socioeconomic Status
- Ability / Accessibility
- Others?

# Mapping Your Social Identity



# Looking at Dichotomies

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Another way to think about both of our personal or social identities is to consider the amount of choice we have:

Are they identities we chose or can we change, share or hide them as we wish?

Visible OR Invisible

Inborn OR Chosen

Permanent OR Changeable

Socially Valued OR Socially Marginalized

These are important in considering which aspects of our identities are socially more powerful and which aspects are socially more marginalized.



# Digging Deeper

- Which aspects of your social identity feel especially meaningful to you and why?
- Which aspects of your social identity don't feel as meaningful to you and why?

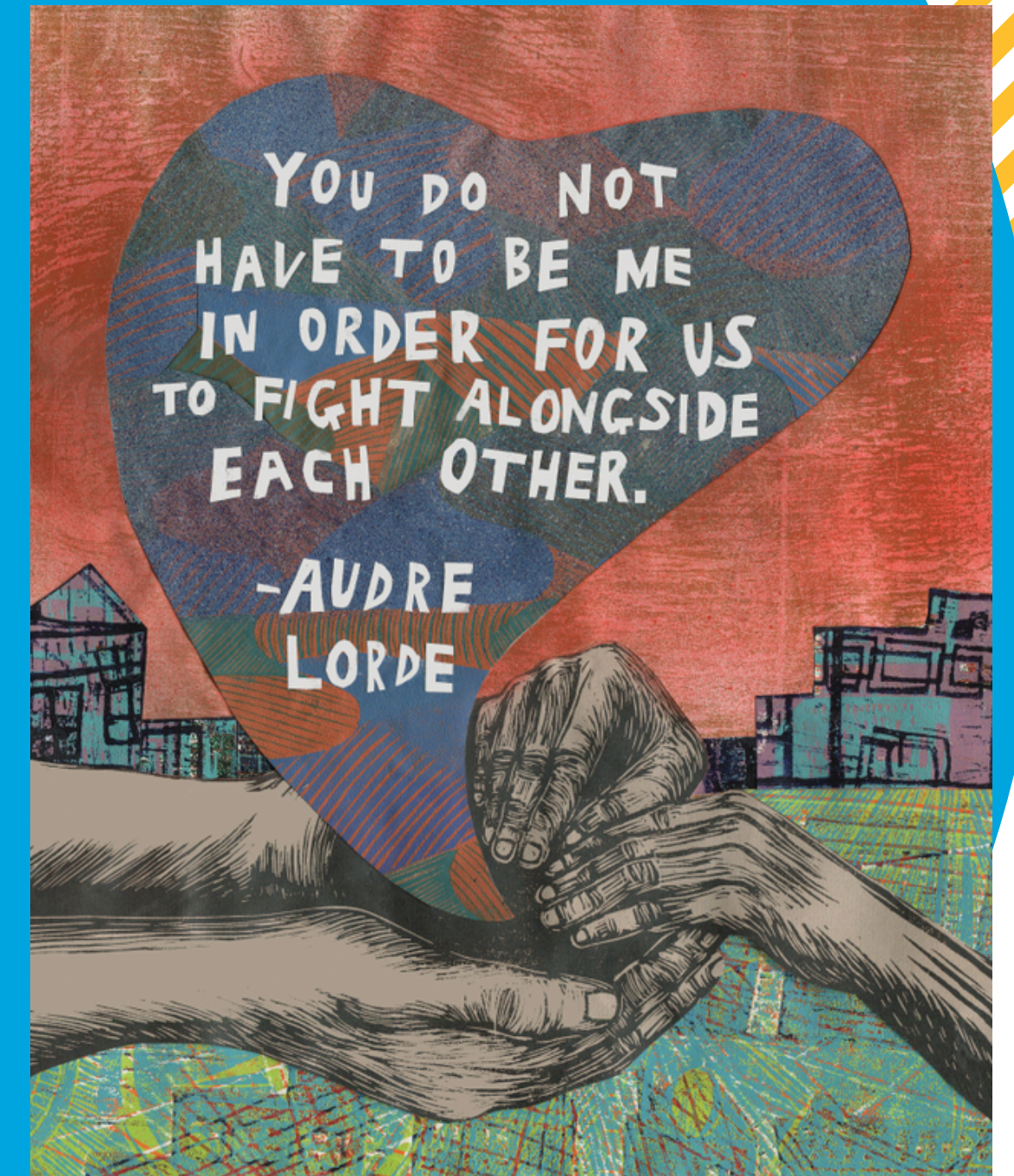
- What experiences have you had that make the identities in your inner circle more salient to you?
- Why do you think more about some of your identities than others?
- How do your identities influence your sense of belonging at Xavier and other groups that you're part of?



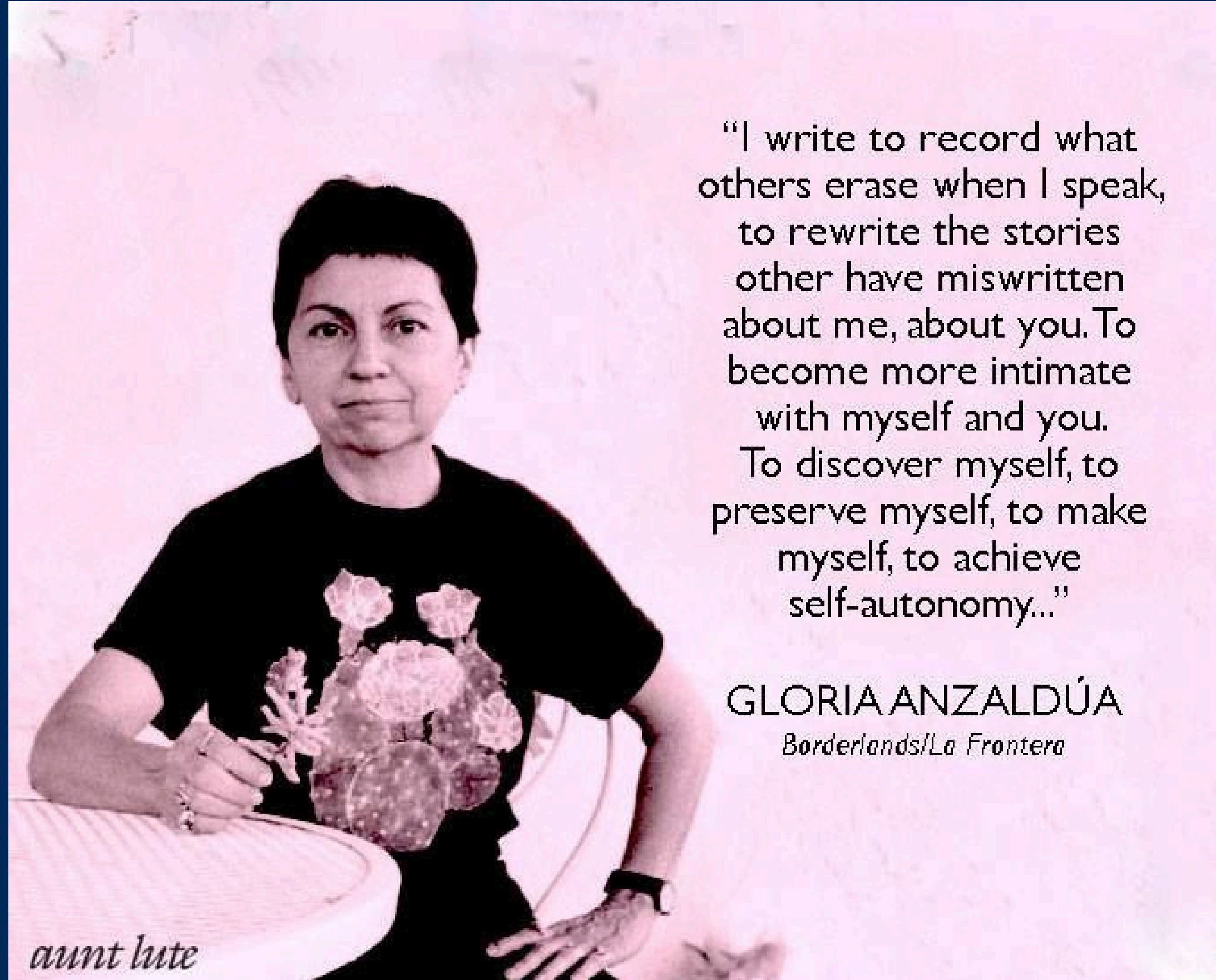


# Supporting students as they navigate their experiences with identities

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- Feeling seen and heard
  - Encourage interactions and opportunities for community building
  - Troubleshooting challenging moments on campus
  - Connecting them with valuable resources and people



# Final Thoughts



"I write to record what others erase when I speak, to rewrite the stories other have miswritten about me, about you. To become more intimate with myself and you. To discover myself, to preserve myself, to make myself, to achieve self-autonomy..."

GLORIA ANZALDÚA  
*Borderlands/La Frontera*