

## ETSU IPE Social Identity Wheel Facilitation Guide

### Social Identity Wheel Facilitation Guide

Participant Outcomes:

- Reflect upon the various aspects of their social identities.
- Explore ways in which those identities affect their self-perception
- Explore ways in which those identities affect their perception of others
- Explore ways in which those identities affect how they think others view them
- Discuss ways in which this impacts work, relationships, and their sense of belonging

Expectations of Participants:

- Be Authentic. Share. Listen.

Safety & Respect:

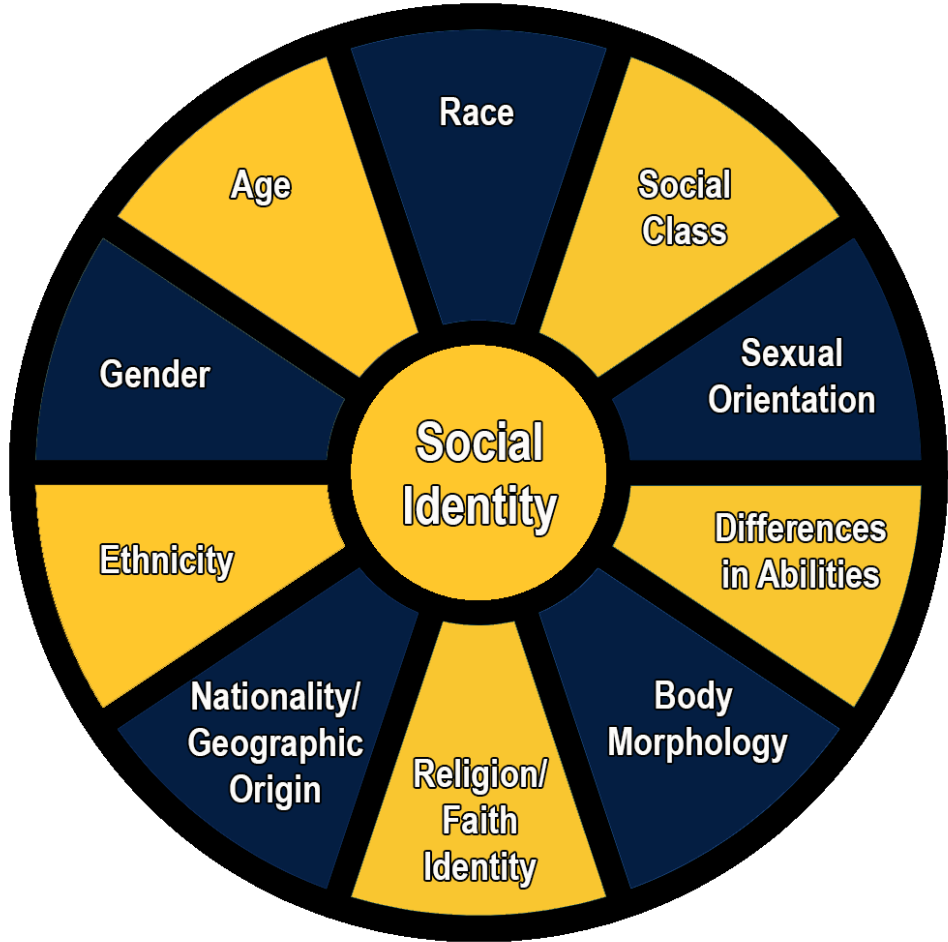
To create a safe place for sharing and to continue to foster an environment for growth, let's commit to keeping what is shared here – like Vegas, “what happens here, stays here”.

**Total time: 50 minutes**

	Time	Exercise	Resource to Guide	
<b>Alignment</b>	10 min	Large Group Alignment <ul style="list-style-type: none"> <li>- Framing the experience</li> <li>- Pre-brief / Ground rules</li> </ul>	Menti	<b>Large Group</b> (Everyone together – ZOOM & ROOM)
<b>1</b>	10 min	Individual Exploration of Social Identity	Stage 1: Participant Handout <ul style="list-style-type: none"> <li>• Individual attendees complete the Social Identity Wheel</li> </ul>	<b>Individual Work</b>
<b>2</b>	10 min	Small Group Sharing	Stage 2: Participant Handout <ul style="list-style-type: none"> <li>• Completed Identity Wheel</li> <li>• Sharing Your Social Identity</li> <li>• Identifying Themes</li> </ul>	<b>Small Group Work</b>
<b>3</b>	10 min	Large Group Sharing of Themes/debrief	Stage 3: Social Identity Questions <ul style="list-style-type: none"> <li>• Menti / Zoom Polls</li> </ul>	<b>Large Group</b>
<b>Wrap-up</b>	10 min	Facilitator Wrap-Up using additional Debrief Prompts	<ul style="list-style-type: none"> <li>• Facilitator Guide Debrief</li> <li>• Menti</li> </ul>	<b>Large Group</b>

		and/or summary of the experience		
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**Identity Wheel Tool**



**Nine Identity Categories**

<b>Examples of Social Identity Groupings:</b> <i>Identify the membership you claim or those ascribed to you for each of the 9 Social Identities above (feel free to use your own language).</i>	
Gender	Man, Post-gender, Transgender, Woman
Race	Asian Pacific Islander, Black, Bi/Multicultural, Latin@, Native American, White
Ethnicity	Chinese, European-American, Guatemalan, Irish, Jewish, Lebanese, Mohawk, Aboriginal, Navaho, Apache, Puerto Rican

Sexual Orientation	Attractional, Bisexual, Gay, Heterosexual, Lesbian, Pan-Attractional, Queer, Questioning
Faith	Agnostic, Atheist, Buddhist, Christian, Faith/Meaning, Hindu, Jewish, Muslim, Pagan, Secular Humanist
Social Class	Lower-Middle Class, Owing Class, Poor, Ruling Class, Upper-Middle Class, Working Class
Age	Child, Middle-Aged Adult, Young Adult, Senior
Abilities	Different abilities (Cognitive, Emotional, Physical)
Geographic Origin / Citizenship	Europe (UK, Switzerland, Germany, etc...), Asia (Japan, Korea, China, Philippines, etc...), Africa (Nigeria, Kenya, Ghana, Senegal, Sudan, etc...), Northwest US, Southwest US, Middle America, Northeast US, Southeast US, Appalachia, Great Lakes, New England, etc...
Body Morphology	Athletic, Fat, Overweight, Person of Size, Skinny, Thin

### Thinking About Your Identity (Deeper Level Questions)

- Which of these aspects of your identity do you think about most often?
- Which of these aspects of your identity do you think about least often?
- Which aspects of your identity have the strongest effect on how you perceive yourself?
- Which parts of your identity have the greatest effect on how others see you?

**Alignment and Pre-brief (10 minutes):** This step will introduce the entire experience to all participants while all are in the Main Zoom Room. The stage must be set during this time

**Prebrief:**

*Expectations of Participants:* Be authentic. Share. Listen.

“Today’s session is a chance to learn from one another. Conversations could be uncomfortable or make you feel vulnerable. We ask that you approach the discussion from a place of curiosity and communicate in a non-judgmental fashion. Reveal only what you feel comfortable sharing about yourself. Nothing is recorded or submitted today. We want to create a safe place for sharing and ask that everyone commit to showing each other respect and maintaining confidentiality. What is shared here stays in this space (Vegas Rules).

“You will use the Social Identity Wheel to give an intentional exploration of how you outline your own social identities. Then, as you feel comfortable, you will share ideas you uncovered with your colleagues in small group breakout rooms. Finally, we will come back together to reflect on what you have learned about yourself, what you have learned about others, and how these identities create lenses that impact the ways we interact with one another. This activity is about getting to know each other’s experiences and having time to reflect on how we all can have similar or widely different experiences rooted in our identities or experiences of them.”

**Instructions:**

“Notice the 10 social identities outlined on the wheel. Take the next few minutes to define for yourself each of the 10 social identities listed. You will identify what you feel best describes you for each of those 10 identities on the wheel. We have provided some examples as a reference, but please use your own language.”

“After independently completing your own wheel, we will move to small groups to provide the opportunity for you to share ONLY what you are comfortable sharing.”

**Step 1 – Individual Exploration of Social Identity (10 minutes):** While still in the Main Zoom Room, all participants will complete the social identity wheel regarding their identity. An electronic copy of the document will be provided to all participants. At the end (last 1-2 minutes) of this step, the main facilitator will provide directions for Step 2 of the exercise before going into breakout zoom rooms to meet with one other person.

**Step 2 – Small Group Reflection (10 minutes):**

“Now that you have completed your social identity wheel you will have an opportunity to share what you feel comfortable sharing from your wheel. In just a moment, you will see an invitation to join a breakout room. Your group will have 10 minutes once you join the breakout room for everyone to share what you would like from your social identity wheel.”

“First, everyone should introduce themselves. Then in less than two minutes, each person should answer the questions at the bottom of your handout. Note any themes visible after each transition and ask for additional sharing, or other observations, feelings, and thoughts. We will send a banner alert warning a couple of minutes before time is up.”

- Which of the 10 social identities do you think about most often?
- Which of the 10 social identities do you think about least often?
- Which of the 10 social identities has the strongest effect on how you perceive yourself?
- Which of the 10 social identities has the greatest effect on how others perceive you?

**Before opening breakout rooms** - Remind participants: “**I want to respectfully remind this group that this is a safe place for sharing and we are all committed to respecting one**

**another and maintaining confidentiality. Please remember, we are here today to bring awareness to the lenses that we wear and NOT to debate or have political discussions. We need to spend our short time together, gaining awareness that these lenses exist and exploring how they impact not only our self-perceptions but how we interact with each other.”**

*Each of the facilitators will briefly enter each of their designated breakout Zoom rooms during this time to simply ensure that all participants understand directions and can complete the process. (A banner announcement will be provided to all participants prior to them moving back to the Main Zoom Room for Step 3).*

**Step 3 Large Group Sharing (10 minutes):** All participants will return to the main Zoom room for a large group reflection. Menti polls will be used to deliver large-group reflection questions:

- You just finished sharing and reflecting on social identities. How did that feel?
- Why is it important to critically reflect on our identities?
- What did you learn about yourself by completing this exercise?
- What did you learn about others by completing this exercise?
- What were common themes you observed as your small group shared?
- How will what you learned today about Social Identity impact how you relate to others in the future?

**Wrap-up (10 minutes):**

- Provide a summary of the experience. What was observed here today?

You could also use part of this time for additional reflection to do a deeper dive into the debrief of the activity or discuss follow-up assignments related to this activity.

References

- Agénor M. Future Directions for Incorporating Intersectionality into Quantitative Population Health Research. *American Journal of Public Health.* 2020; 110: 803-806. <https://doi.org/10.2105/AJPH.2020.305610>
- Bowleg L. Evolving Intersectionality Within Public Health: From Analysis to Action *American Journal of Public Health.* 2021; 111: 88-90. <https://doi.org/10.2105/AJPH.2020.306031>
- Eckstrand K, Eliason J, St.Cloud T, Potter J. The Priority of Intersectionality in Academic Medicine. *Academic Medicine.* 2016; 91 (7): 904-907. doi: 10.1097/ACM.0000000000001231
- Hudgins-Smith K. Intersectionality: The Many Layers of You and Me. ETSU Lunch & Learn. <https://etsu.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=f4fa18ac-78ff-4cd0-8d8e-ae36013045ad>
- Program on Intergroup Relations and the Spectrum Center, University of Michigan. Resource hosted by LSA Inclusive Teaching Initiative, University of Michigan <http://sites.lsa.umich.edu/inclusive-teaching>