Othering and Belonging:
A Framework for a Fair and Inclusive Society
The problem of “Othering” is the problem of the 21st century.
Stop "othering" me!

What's "othering"?

Your kind could never understand.
Othering is a generalized set of common processes that engender marginality and persistent inequality across any of the full range of human differences.
As diversity grows in 2017, so does anxiety:

- Increase in diversity
- Increase in anxiety
- Empathy, belonging, inclusion
- Fear, anger, In-group identity

Bonding

Bridging
As diversity grows in 2017, so does anxiety:

- Increase in diversity
- Increase in anxiety
- Leadership, Meta-Narrative, Organizing
- Fear, anger, Othering
- Empathy, belonging, inclusion

(Bonding

Bridging)
The opposite of othering is not saming but belonging
What’s going on in 2017?

1. Increase in diversity
What’s going on in 2017?

1. Increase in diversity
2. Increase in anxiety
What’s going on in 2017?

1. Increase in diversity
2. Increase in anxiety
3. Look to leadership to set meta-narrative
What’s going on in 2017?

1. Increase in diversity
2. Increase in anxiety
3. Look to leadership to set meta-narrative that...

   a. bridge communities.

   EMPATHY
   INCLUSION
   BELONGING
What’s going on in 2017?

1. Increase in diversity
2. Increase in anxiety
3. Look to leadership to set meta-narrative that...
   b. breaks communities.

FEAR
ANGER
OTHERING
Who is in the circle of human concern?

Citizens

Elderly

Mothers

Children

Elderly

Undocumented Immigrants

Sexual Minorities

Mass Incarcerated

Muslims
Mechanisms of Othering in the mind:

Our subconscious…

1. sorts into categories.

2. creates associations between things.

3. fills in the gaps when we only receive partial information

**Schemas**: the “frames” through which our brains help us understand and navigate the world.
Susan Fiske’s Stereotype Content Model

<table>
<thead>
<tr>
<th>Competence</th>
<th>Warmth</th>
<th>Paternalistic stereotype</th>
<th>Contemptuous stereotype</th>
<th>Admiration</th>
<th>Envious stereotype</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low</td>
<td>High</td>
<td>low status, not competitive</td>
<td>low status, competitive</td>
<td>high status, not competitive</td>
<td>high status, competitive</td>
</tr>
<tr>
<td>High</td>
<td>Low</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
These structures are connected: they affect our identities and the world around us.

### Stereotype Content Model (SCM)

<table>
<thead>
<tr>
<th></th>
<th>Lo Competence</th>
<th>Hi Competence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hi Warmth</td>
<td>older, disabled</td>
<td>ingroup, allies, reference groups</td>
</tr>
<tr>
<td></td>
<td>Pity</td>
<td>Pride</td>
</tr>
<tr>
<td>Lo Warmth</td>
<td>poor, homeless, immigrants</td>
<td>rich, professionals</td>
</tr>
<tr>
<td></td>
<td>Disgust</td>
<td>Envy</td>
</tr>
</tbody>
</table>
Othering anxiety used to attack government

Imagine neoliberalism as a car
- Othering and/or strategic anxiety as the gas or fuel
- It is the force that “drives” neoliberalism ethnic nationalism
Unfortunately, this is our reality:
We are all situated within structures but not evenly.

These structures interact in ways that produce a differential in outcomes.
Othering & marginalization limits opportunity

We can define opportunity through access to:

- EDUCATION
- ECONOMY
- TRANSPORTATION
- FOOD
- HOUSING
- JUSTICE
- HEALTHCARE
- COMMUNICATIONS

However, this is an issue of membership and belonging.
Example: Racial Othering in San Francisco

2010 Census Block Data
1 Dot = 1 Person
- White
- Black
- Asian
- Hispanic
- Other Race / Native American / Multi-racial

What am I looking at...?
What’s different about now? A new Breaking Narrative

“[Mexican immigrants] are bringing drugs, they're bringing crime. They're rapists. And some, I assume, are good people.”

“You’re living in your poverty, your schools are no good, you have no jobs, 58 percent of your (black) youth is unemployed — what the hell do you have to lose?”
Demagoguery in a global perspective: from Europe...

*33 European countries. See “Drawbridges up,” The Economist, July 30, 2016.

VOTES FOR TOTALITARIAN AND AUTHORITARIAN POPULIST PARTIES AS % OF VOTES IN MOST RECENT NATIONAL ELECTIONS*
“Seven years after the start of the euro crisis, European economies are at last recovering. But if governments think more money in voters’ pockets will keep them in power, they are in for a nasty surprise.”
Demagoguery in a global perspective — ... to Asia

“Hitler massacred 3 million Jews ... there is 3 million drug addicts (in the Philippines), there are... I’d be happy to slaughter them.”

Rodrigo Duterte
Demagoguery does not bridge — it breaks.
Shift away from political moderation contributes to rising inequality and threats to democracy.

From Deeply Divided: Racial Politics and Social Movements in Post-War America (New York: Oxford University Press, 2014)
Social Determinants of belonging

- Physical hazards
- Concentrated poverty
- Violence and disorder
- School quality
- Housing quality
- Air and water quality
- Segregation
- Exposure to toxins
- Neighborhood blight
Solutions? Recognizing the problem is not the same thing as solving it.
Belonging

• Address our needs at all level
  – Including being

• Empathic bridging
  – Stories
  – Structure
  – Culture
Solutions? Recognizing the problem is not the same thing as solving it.

1. **Suffer** together, starting at home.
2. Build **common vision**.
3. Moving from **movement** to **strategy** to **politics** to **community**
4. **Strategy** – **politics** – **community**.
We are all androgynous, not only because we are all born of a woman impregnated by the seed of a man but because each of us, helplessly and forever, contains the other — male in female, female in male, white in black and black in white. We are a part of each other. Many of my countrymen appear to find this fact exceedingly inconvenient and even unfair, and so, very often, do I. But none of us can do anything about it.

James Baldwin