



Work 4 Change, LLC

Positionality

Indiana University Bloomington Department of
Theatre, Drama & Contemporary Dance
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WORK 4 CHANGE, LLC

Dedicated to creating fair & equitable work experiences



Humanizing the
Workplace



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Setting our Intentions

- This is a welcoming space.
- **There is room for everyone.**
- Listen. Reflect. Share.
- **Your voice is valued. Your presence is appreciated.**
- Honesty is brave & will push you forward. We celebrate honesty.
- **Do not share each other's ideas, contributions, or narratives outside.**

Practice Self-Reflection

As organizational members, it may be challenging to separate organizational criticism from personal feelings

If you feel targeted, emotional, or guilty, you are personalizing the process (me) rather than receiving the information as an organizational member (role)

This is another step forward in a long process of learning, growing, and building

What has W4C learned?

BIG ISSUES play out in small interactions



**Identity and
Self-Reflection**



Integration



Communication

Goals

Identity and Self-Reflection

Positionality

Cultural
Competence

How and Why does
Equity Matter

Integration

A Culture of Equity
and Belongingness

Valuing Program
Distinctiveness while
Disbanding Silos

Organizational
Process: The Big
Picture is Unclear

Communication

Routes and Respect

Shared Spaces

Resolution-Based
Approach

Roadmap

Four key objectives mark our roadmap for today

1

Build a common
language &
understanding

2

Engage in self-reflection
and discovery

3

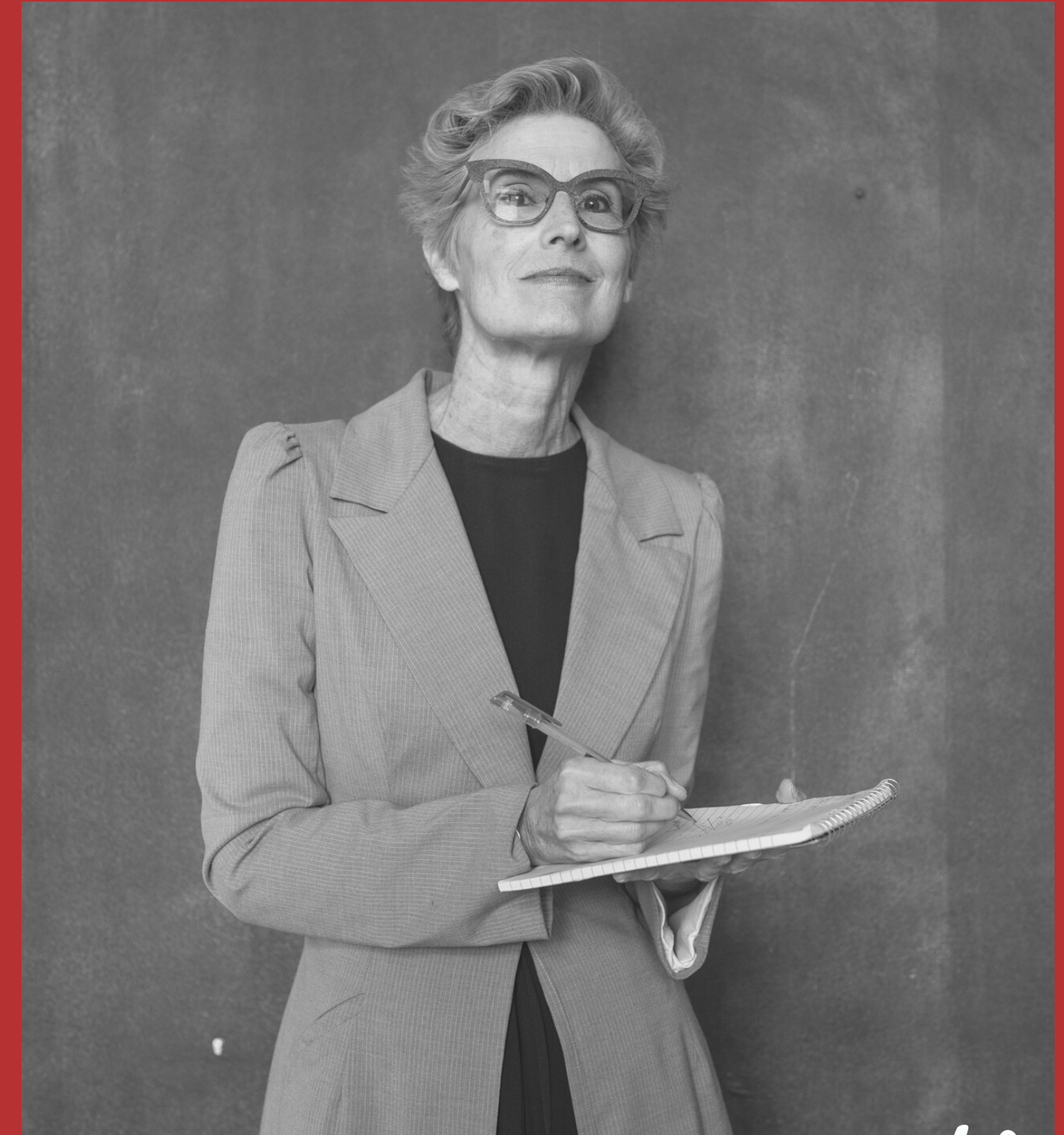
Examine how our
positionality unknowingly
reproduces inequality

4

Explore new strategies to
build more inclusive
spaces, even for ourselves

How to approach this engagement:

- Don't personalize, think of workplace process & culture.
- Changes take time. Think about these suggestions as long-term goals, with short-term benchmarks.
- Consider how you can build ideas into your everyday navigation, as well as, curriculum, & department policy.



Quick Roleplay

Four volunteer readers



"Diversity asks, 'Who's in the room?'

Equity responds: 'Who is trying to get in the room but can't? Whose presence in the room is under constant threat of erasure?'

Inclusion asks, 'Have everyone's ideas been heard?'

Justice responds, 'Whose ideas won't be taken as seriously because they aren't in the majority?'

Diversity asks, 'How many more of [pick any minoritized identity] group do we have this year than last?'

Equity responds, 'What conditions have we created that maintain certain groups as the perpetual majority here?'

Inclusion asks, 'Is this environment safe for everyone to feel like they belong?'

Justice challenges, 'Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?' - Dafina-Lazarus Stewart



Shared Vocabulary

Diversity

Socially, it refers to the wide range of identities. It broadly includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, veteran status, physical appearance, etc. It also involves different ideas, perspectives, and values.

Equity

The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that prevent the full participation of some groups.

Inclusion

The act of creating an environment in which any individual or group will be welcomed, respected, supported, and valued as a fully participating member. An inclusive and welcoming climate embraces and respects differences.

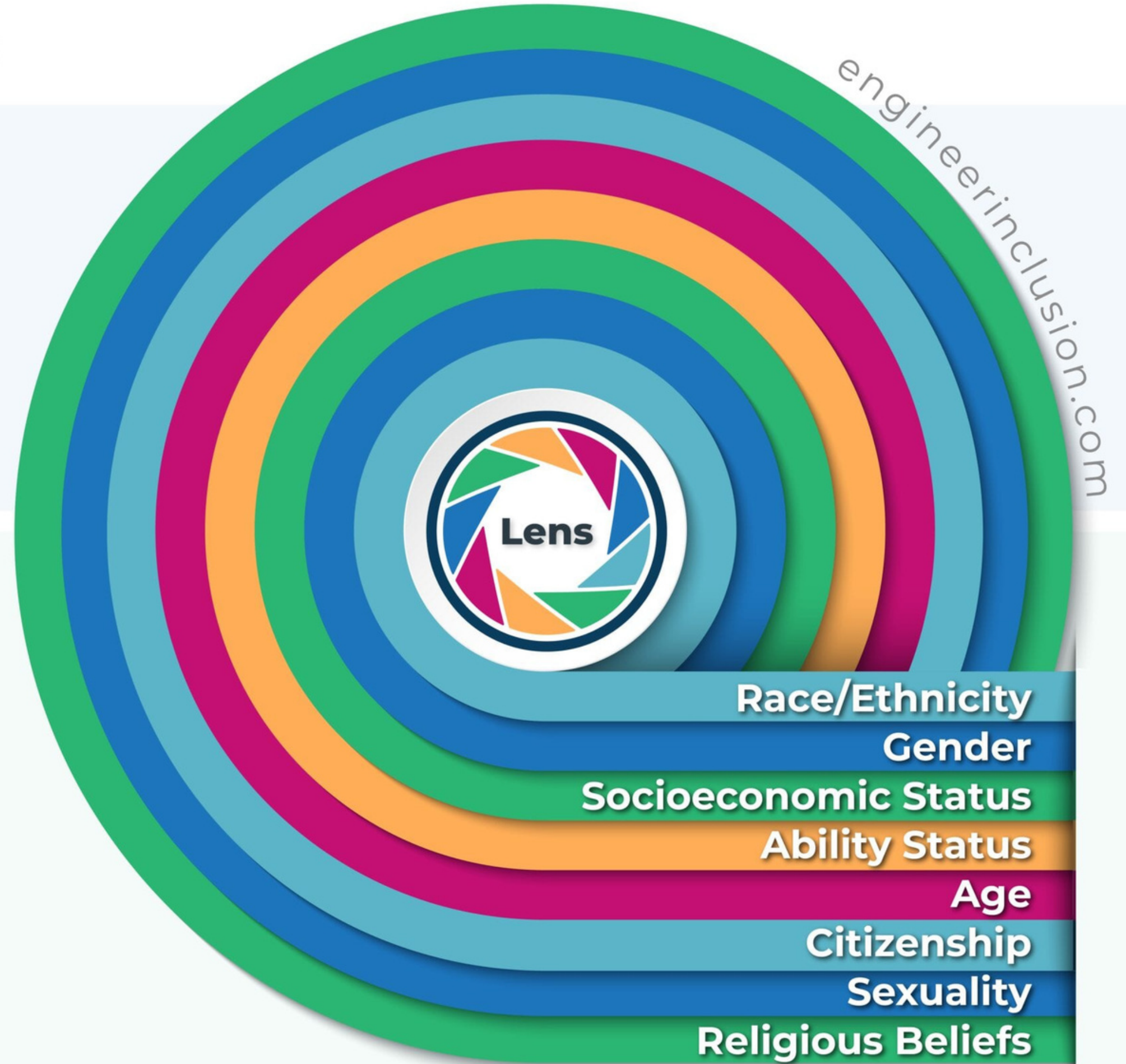
Justice

-A vision of a society in which the distribution of resources is equitable, and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency and a sense of social responsibility toward and with others and society as a whole.



Positionality is

- 1) the social and political context that creates your identity and
- 2) how your identity influences and biases your perception of and outlook on the world.



Positionality

1

Refers to how differences in social position and power shape identities and access in society

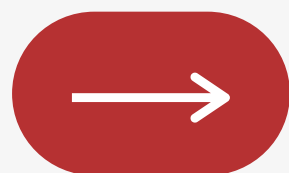
2

Acknowledges intersecting social locations and complex power dynamics

3

“Requires researchers to identify their degrees of privilege through factors of race, class, educational attainment, income, ability, gender, and citizenship, among others” to analyze and act from one’s social position “in an unjust world

Pascua Yaqui/Chicana scholar M. Duarte (2017, p. 135)



Identity & Positionality



Shared Experience: You Don't Know Me



SAMPLE SYLLABUS

Instructor: Kendra Jason, PhD

Preferred Name: Dr. Jason
info@work4changellc.com

Class: Meets Tuesday

Office: Building #100



CORE VALUES OF THE CLASS

- We value each other as equal members of our learning community through the free exchange of ideas and the quest for new knowledge.
- We value interdependent scholarly development and inquiry.
- We value the scholarly endeavor that leads to applied real-life applications.
- We value innovation, creativity, and flexible approaches to learning.

ONE SMALL STEP...



Pedagogical Shift

It is a pedagogical shift to be mindful of your positionality

What does it mean to acknowledge your positionality in these shared spaces?

How are your students experiencing what they are learning?
How are you experiencing what you are learning?

Think about how YOU can think and do things differently, knowing that you, and others around you, hold biases and expectations based on your perceived identity:

At Work/In the Classroom



Strategies



01

INTERACTION

- Invite students to share their positionality
- Ask students to introduce works from their backgrounds
- Talk about positionality/social lens
- Ask who is being overlooked

03

ENVIRONMENT

- Address hostility immediately
- Build community immediately
- Encourage honest dialogue
- Do not guarantee a "safe space"
- Avoid tokenism
- De-center privileged positions

02

PRACTICE

- Emphasize the importance of diverse positionality perspectives
- Stop using the phrase "difficult/challenging conversations"
- Incorporate language of social justice and fairness

04

SELF-WORK

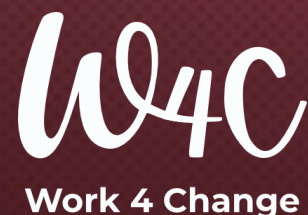
- Update your syllabus yearly
- Honor history, emphasize modern works
- Be accountable for how you contribute to problems
- Focus ideas on solutions, rather than complaints


WHAT HAVE YOU LEARNED?

EDUCATION, ACKNOWLEDGMENT, & ACTION

—
What changes do you want to see at IU
inspired by what we discussed today?

What do you need to do for a more
positive experience at IU?





What are your main concerns that have not been addressed in this conversation?

Positionality and Cultural Competence

Race and Pedagogy

Improving Communication

-
-



**Next Steps:
Create Time & Space &
Continue this conversation...**