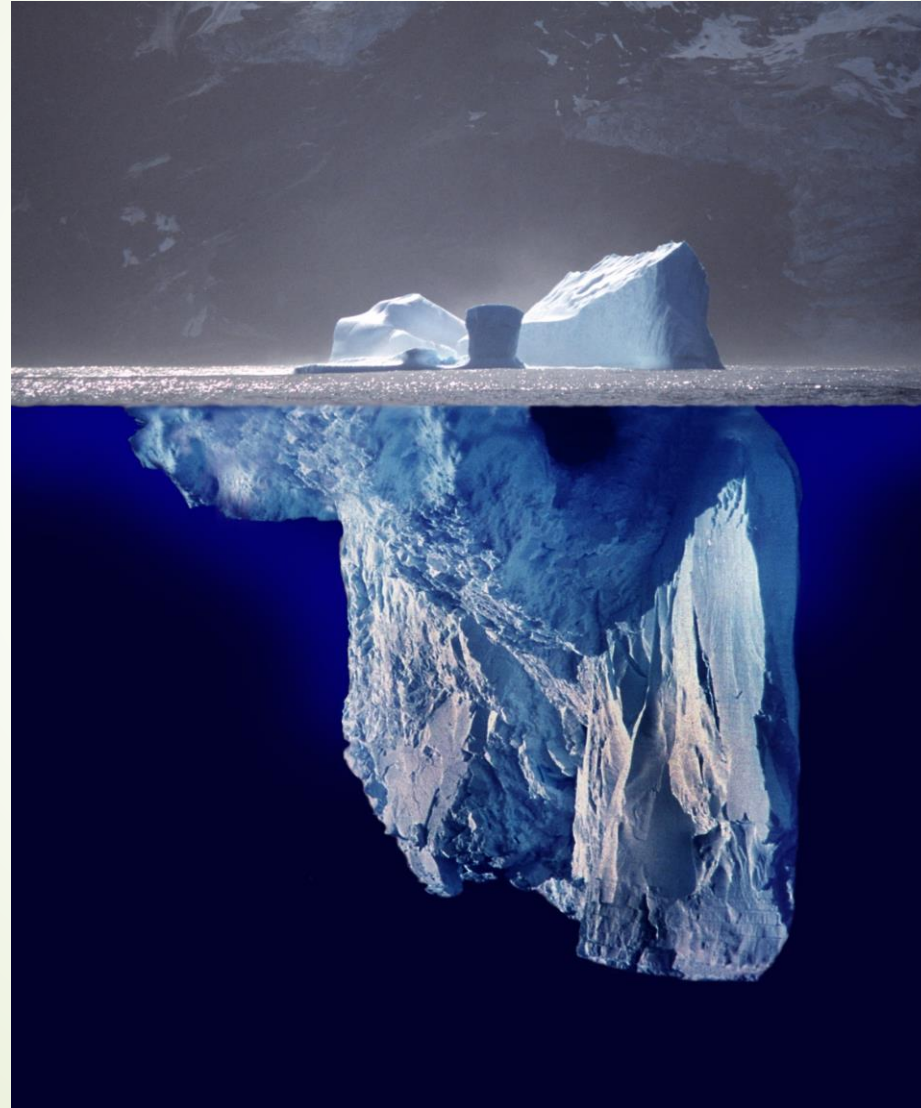




# For students, equity feels like:

- ▶ I am valued for my strengths and contributions
- ▶ I am respected for who I am
- ▶ My voice is heard and appreciated
- ▶ I feel cared about and I care about others
- ▶ I see myself, my family, and my community represented
- ▶ I feel comfortable and welcomed
- ▶ I am confident and challenged
- ▶ I am empowered to achieve my goals and full potential
- ▶ I see my place and responsibility in creating a better future

# Visible / Invisible Aspects of Identity





# Visible / Invisible Aspects of Identity

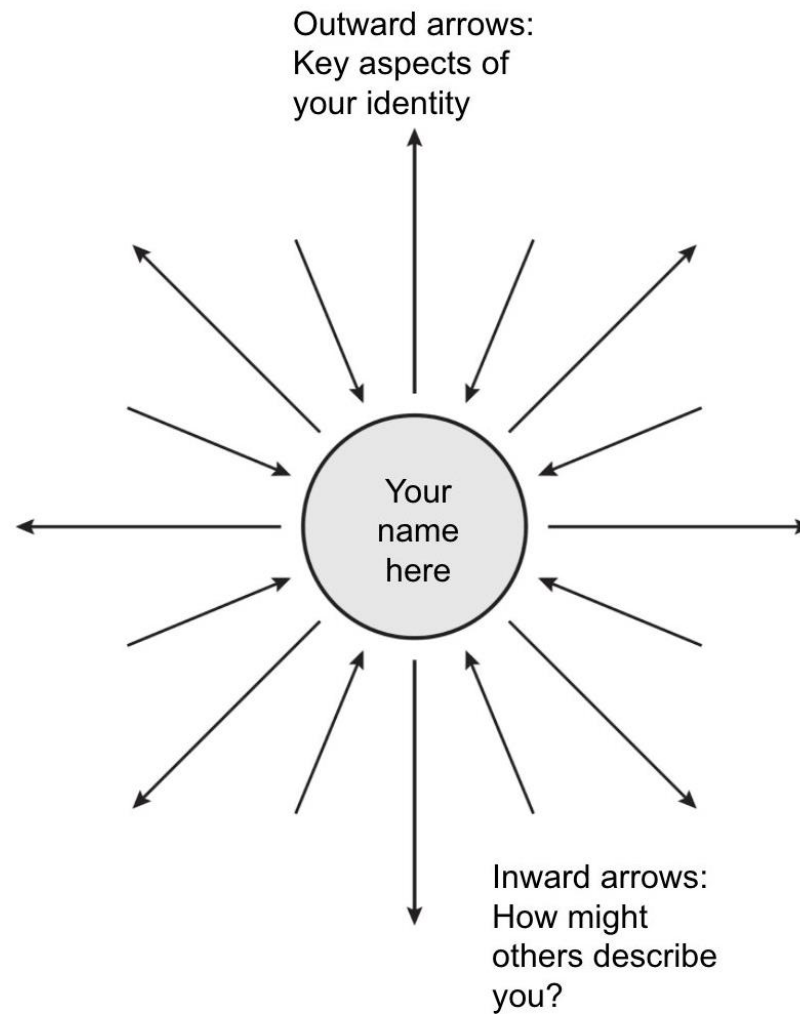
- **Visible Identity** – aspects of identity that can be easily seen/known by others
  - Common examples (may be situational, and not always visible): differences in physical/mental ability, weight, occupation, gender, race, position – job status, age, etc.
  - First impression
  - Can be subject to stereotyping and conscious or unconscious assumptions
- **Invisible Identity** – lived experience, family, who we love, hobbies, talents, struggles, health (mental, physical, emotional), etc.
  - must develop relationships, seek understanding



# How we identify self vs. how others identify us

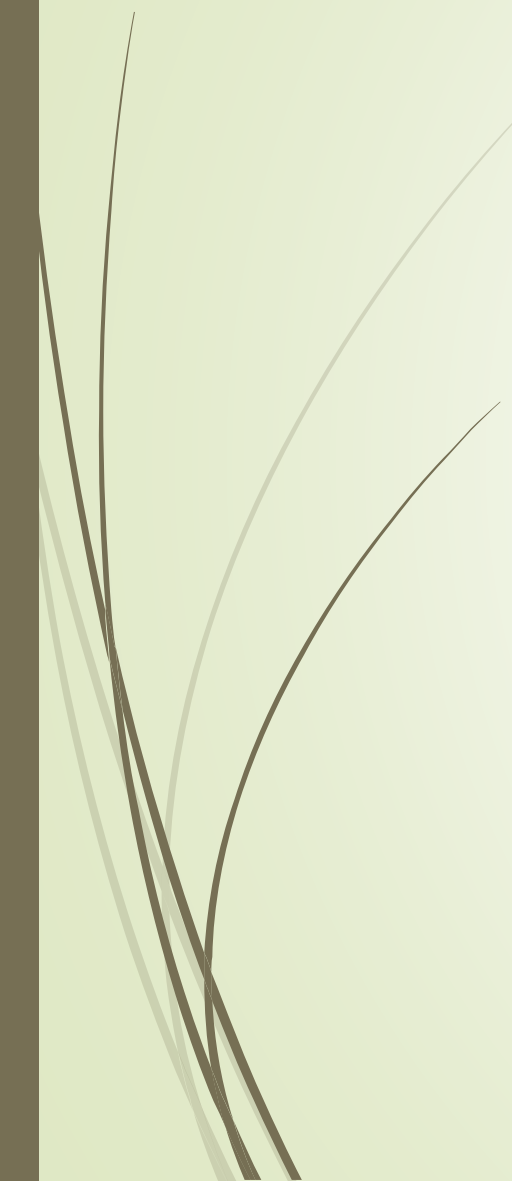
- ▶ There are factors that we recognize as making up our identities
  - ▶ Some aspects feel central to who we are
  - ▶ Some aspects feel secondary
- ▶ There are identity attributes that others place on us
  - ▶ These may or may not overlap with how we view ourselves

# Starburst Identity Chart





# How others view us (labels) can shape how we view ourselves

- ▶ We can be encouraged/discouraged by the way others view us
  - ▶ Labels can influence how we (and others) view our opportunities and potential
- 





# Labels can influence outcomes

- ▶ Regardless of whether we agree with a label or not, it has the potential to influence our behavior and our achievement
  - ▶ I am (am not) smart; I am (am not) attractive; I am (am not) athletic
  - ▶ Others believe I am (am not) smart; Others believe I am (I am not) attractive; Others believe I am (am not) athletic



# Stereotype Threat

- Others believe *people like me* are (are not) smart; Others believe *people like me* are (are not) attractive; Others believe *people like me* are (are not) athletic
- Anxiety and stress of having your performance confirm a negative stereotype adversely affects a person's performance
- <https://www.youtube.com/watch?v=nGEUVM6QuMg>