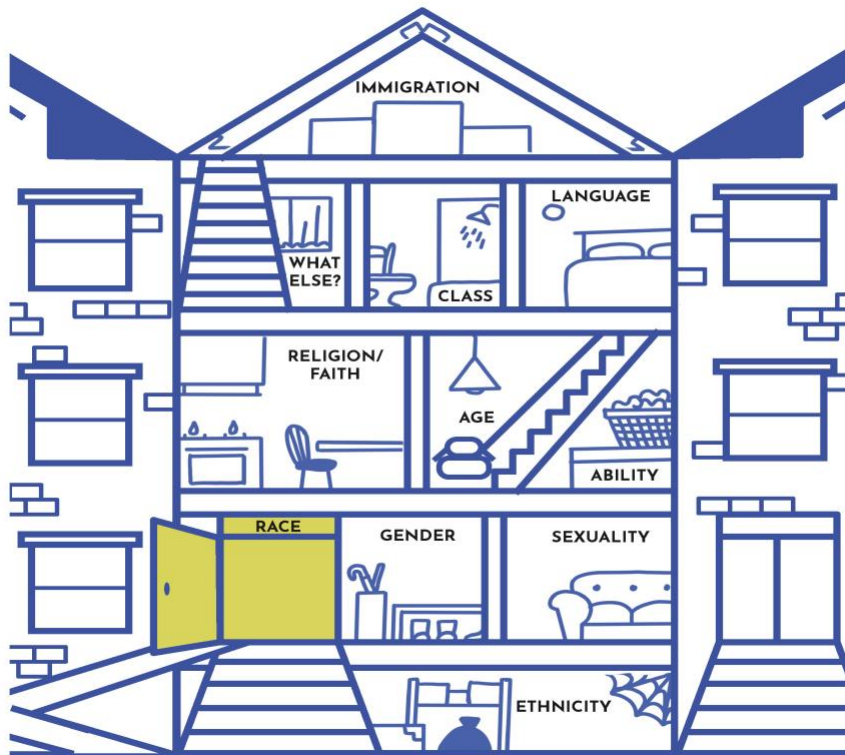




Team Dynamics' Embodied Identity House *Differences Making the Difference*

Team Dynamics' **Embodied Identity House** is a tool designed to help us focus on the elements of our identities that are currently ***the differences making the difference*** for people living in the United States and its colonies. Bias, discrimination, harassment, and violence based on these aspects of identity are, unfortunately, both predictable and pervasive. Each of us is a multiplicity of identities. Team Dynamics uses this house graphic to illustrate how individuals, teams, and whole organizations can approach intersectionality¹ through purposeful self-reflection. We invite you to make your way through each room of the house, taking time to reflect on all the ways that your experiences of identity (ways you are treated, assumptions you make, cultural behaviors you have learned, expectations you have) have shaped your lived experience.



We focus on these particular rooms on purpose. Gaps and disparities related to our physical, emotional, and financial safety, health, and well-being are rooted in disparate treatment of whole kinds of people. Research shows that these disparities happen at all four levels of interaction: personal, interpersonal, institutional, and structural. Which is just one of the reasons that identity and workplace inequities remain such a hot topic.

You must move through the “race door” to enter our house. That is because, currently in the USA, **race is the biggest difference making the difference**. If you layer on race with any other room in the house, white people consistently experience better outcomes than People of Color. Therefore, we define our work as intersectional - centered in race.

Questions to Consider → What is the impact of your own mix of identities in multiple, current, real-life contexts:

- ◆ **At work**, which three rooms in this house are you conscious of most? Least?
- ◆ **In your neighborhood**, which three rooms in this house are you conscious of most? Least?
- ◆ **When interacting with someone in authority** (for example: the police, a doctor, a teacher), which three rooms in this house are you conscious of most? Least?

¹ In 1989, Kimberlé Crenshaw coined the term "intersectionality" in a paper as a way to help explain the particular layers and complexity of oppression experienced by African-American women. Our teachings about the relevance of co-occurring identities, and therefore our lived experiences, is, in part grounded in Crenshaw's theory around intersectionality.