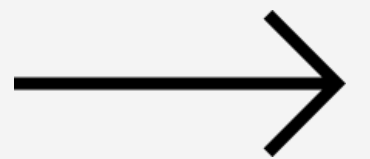




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UNIVERSITY OF PRETORIA
YUNIBESITHI YA PRETORIA

Identity & Diversity

Presented by the SCU

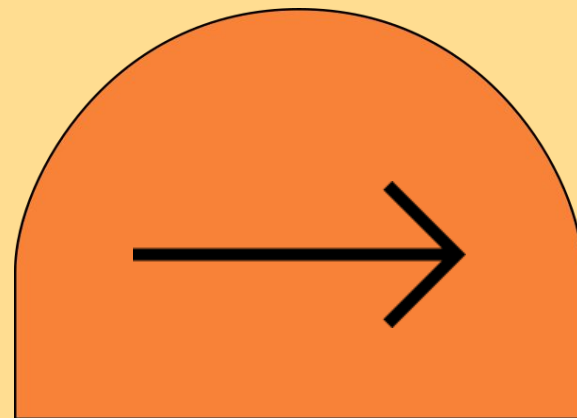




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The Department of Student Affairs
We're here to help you reach the finish line

Overview



Identity

- What is identity?
- How is identity developed?
- Identity development
- Types of identity
- Identity Pizza
- Collective vs. individualistic

Diversity

- Defining Diversity
- Low Self-Esteem
- Self-Esteem Quiz
- 6 Pillars of Self-Esteem
- Strategies to enhance Self-Esteem

What is identity?

01

Identity (self-views) relates to our basic values that determine the choices we make (e.g., relationships, career). The meaning of an identity includes expectations for self about how one should behave.

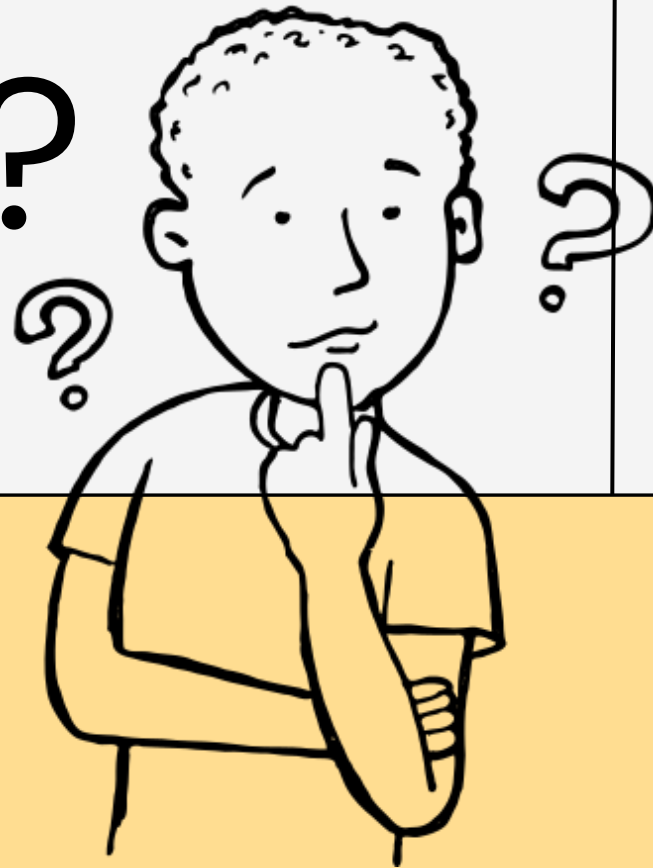
02

"A person's or group's identity is defined by the attributes, beliefs, personality, appearance, and/or expressions that define them."

It is possible to see identity awareness and categorization as either beneficial or harmful.

Self-image, self-esteem, and individuality are all aspects of psychological identity.

How is identity developed?



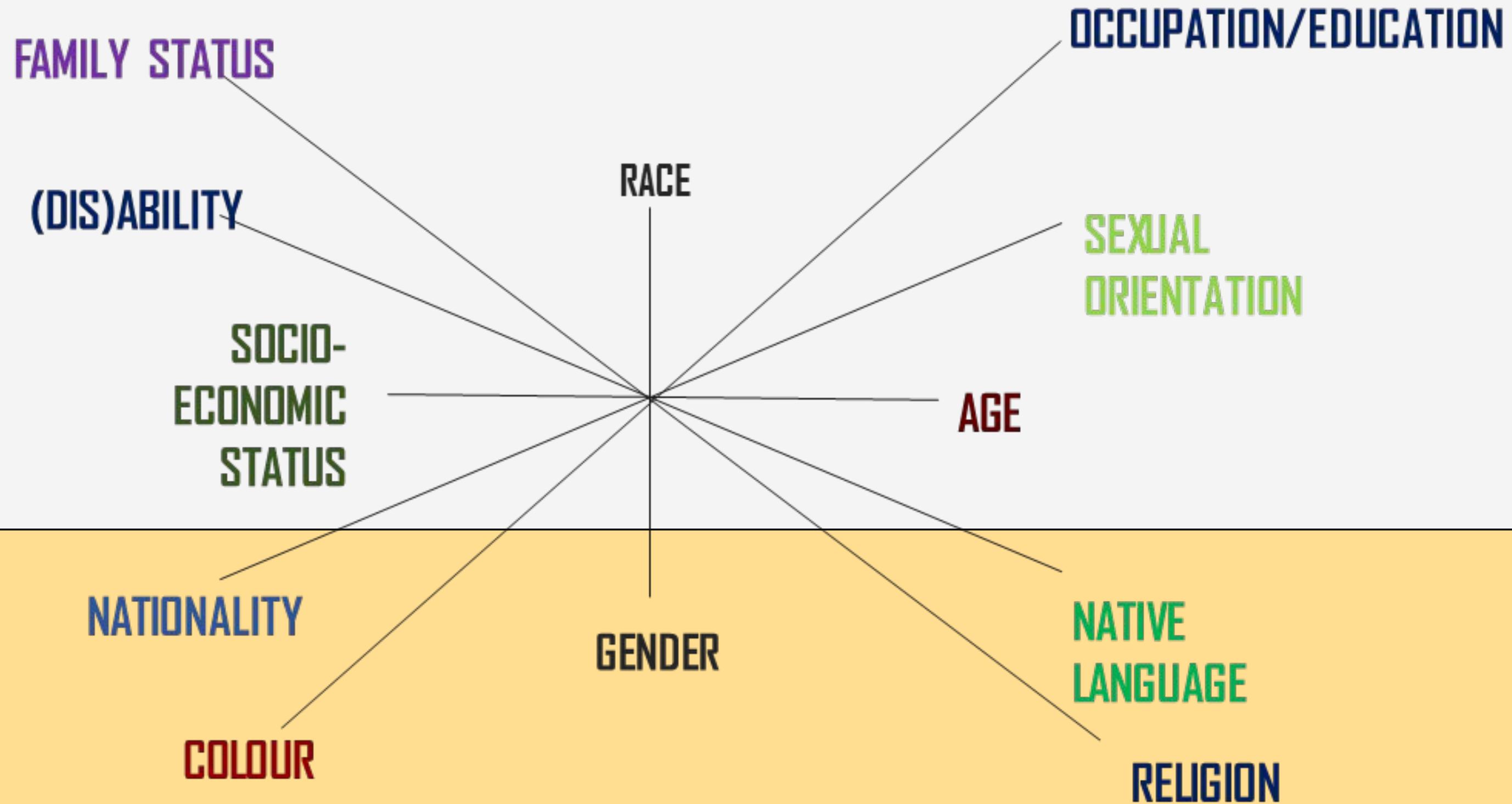
- Few people, however, choose their identities. Instead, they simply internalize their parents' or dominant culture's ideals (e.g., a pursuit of materialism, power, and appearance).
- Consider how different you'd be if you grew up in a different society or in a different time.
- The self is shaped by society, and conduct is influenced by it.
- Children develop a sense of self based on how they believe their parents see them. If their parents think they're worthless or inept, they'll think the same of themselves—and vice versa.
- Personal identity can be slowly transformed over time as our understanding of who we are changes. This is called identity development.

Identity development



- 1 The complex process by which people come to establish a sense and understanding of themselves within the framework of cultural expectations and social norms is known as identity development.
- 2 As individuals mature physically, socially, and psychologically, they undergo a cognitive rearrangement in how they think about themselves in relation to others.
- 3 In other words, we start to gain more understanding of who we are in order to figure out where we belong in the world.

Types of Identity

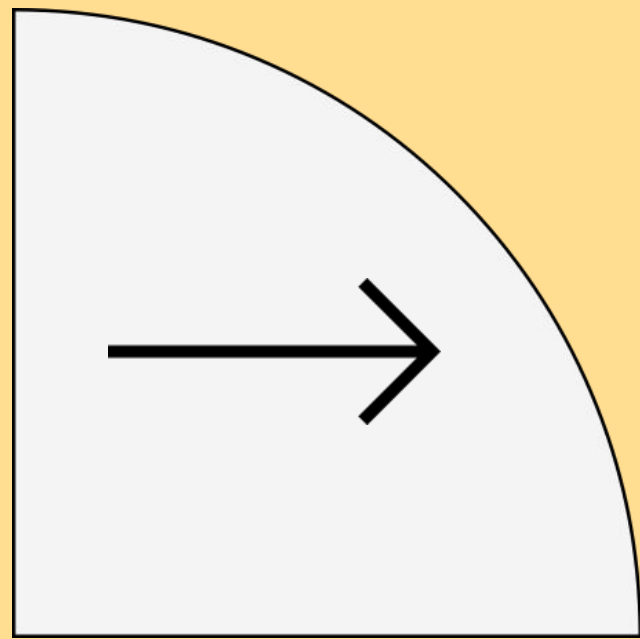


Types of Identity

Multiple types of identity come together within an individual and can be broken down into the following: cultural identity, professional identity, ethnic and national identity, religious identity, gender identity, and disability identity.

Some identities are things people can see easily (like race or assumed gender), while other identities are internalized and are not always easy to see (like a disability, socioeconomic status or education level).

There are two types of identities that need to be defined in order to spark a discussion on social justice. The first type deals with identities that are part of a majority status — or “agent” — while the second includes identities that are part of the minority status — or “target.”



'Inherited identity'

Gender, ethnicity, age, ...

"I'm black, female and a millennial, and am often in a minority grouping"

Family, friends, attributes, ...

"I'm married, have kids, and believe in the importance of having a wide range of friendships. I'm helpful, thoughtful and determined"

Surface
Self

Personal
Self

'Externally-sourced identity'

Work, leisure, lived experience, ...

"I'm a qualified actuary, with 15 years of investment industry experience. I help others in my community and enjoy eco-tourism"

Doing
Self

Thinking
Self

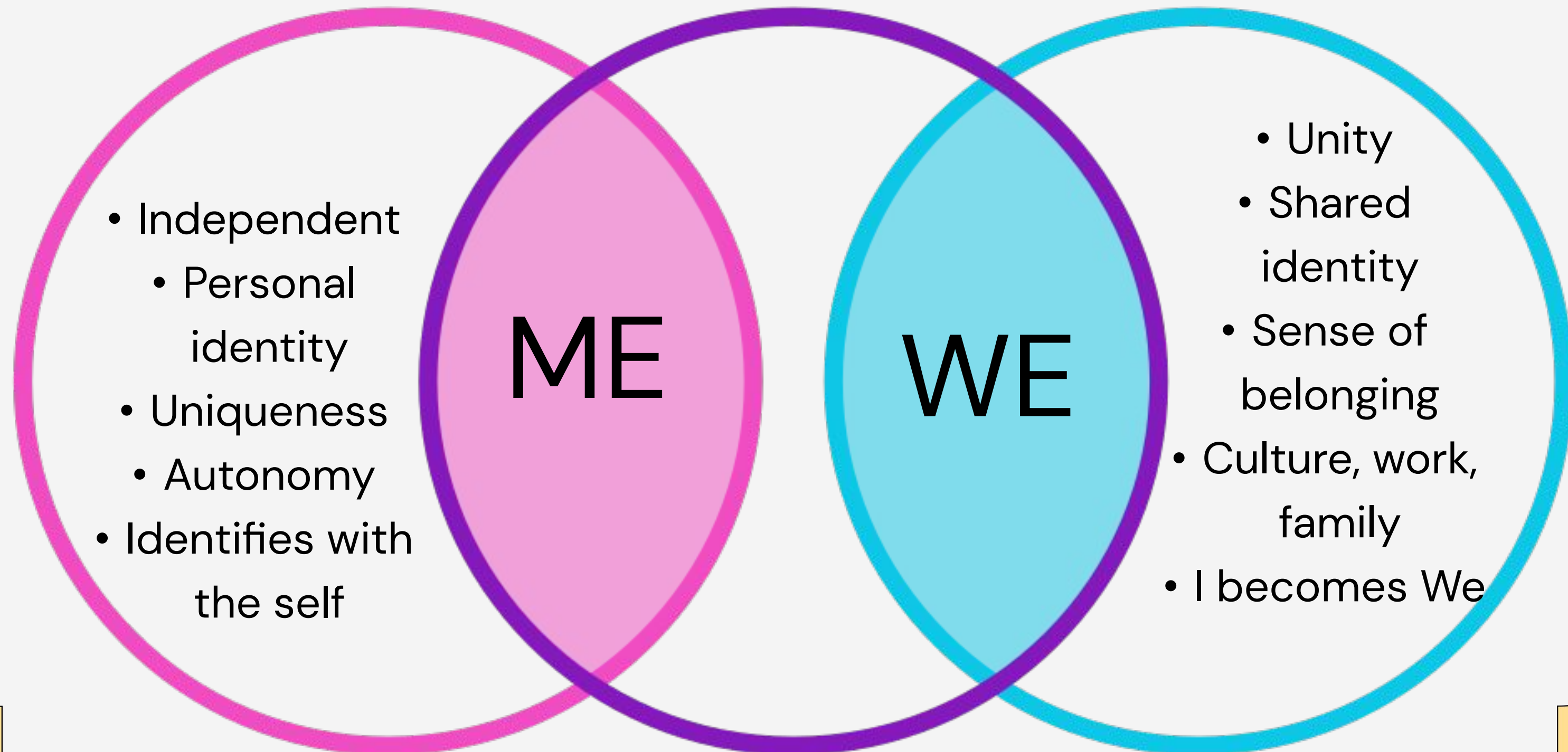
'Internally-sourced identity'

Values, politics, cognitive style, ...

"I'm a British/Trinidadian, politically independent and a Christian. I believe in diversity and fairness. I am rational and like generating new ideas"

'Developed identity'

Collectivist vs Individualist identity



Identity Pizza

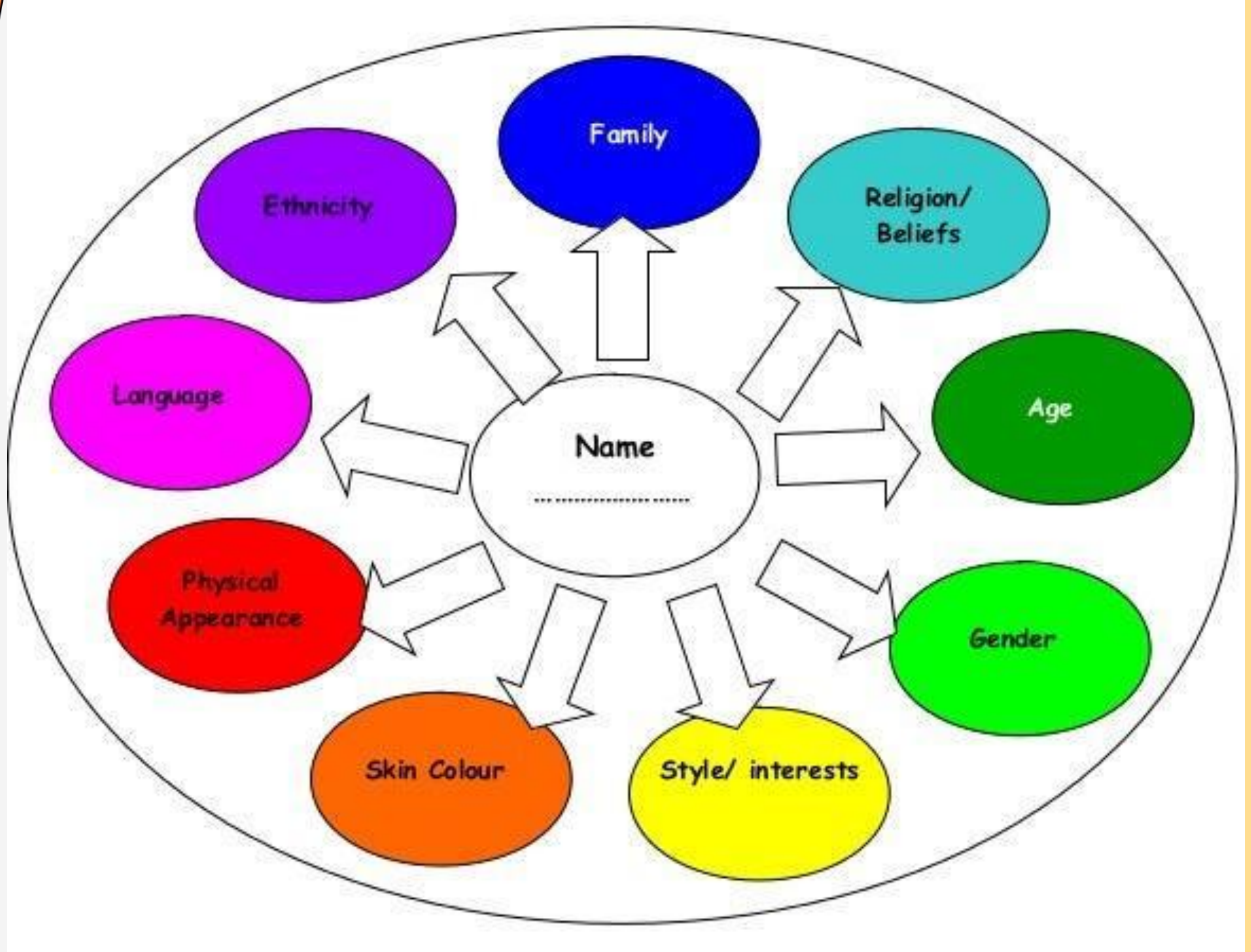
What did you learn about yourself?

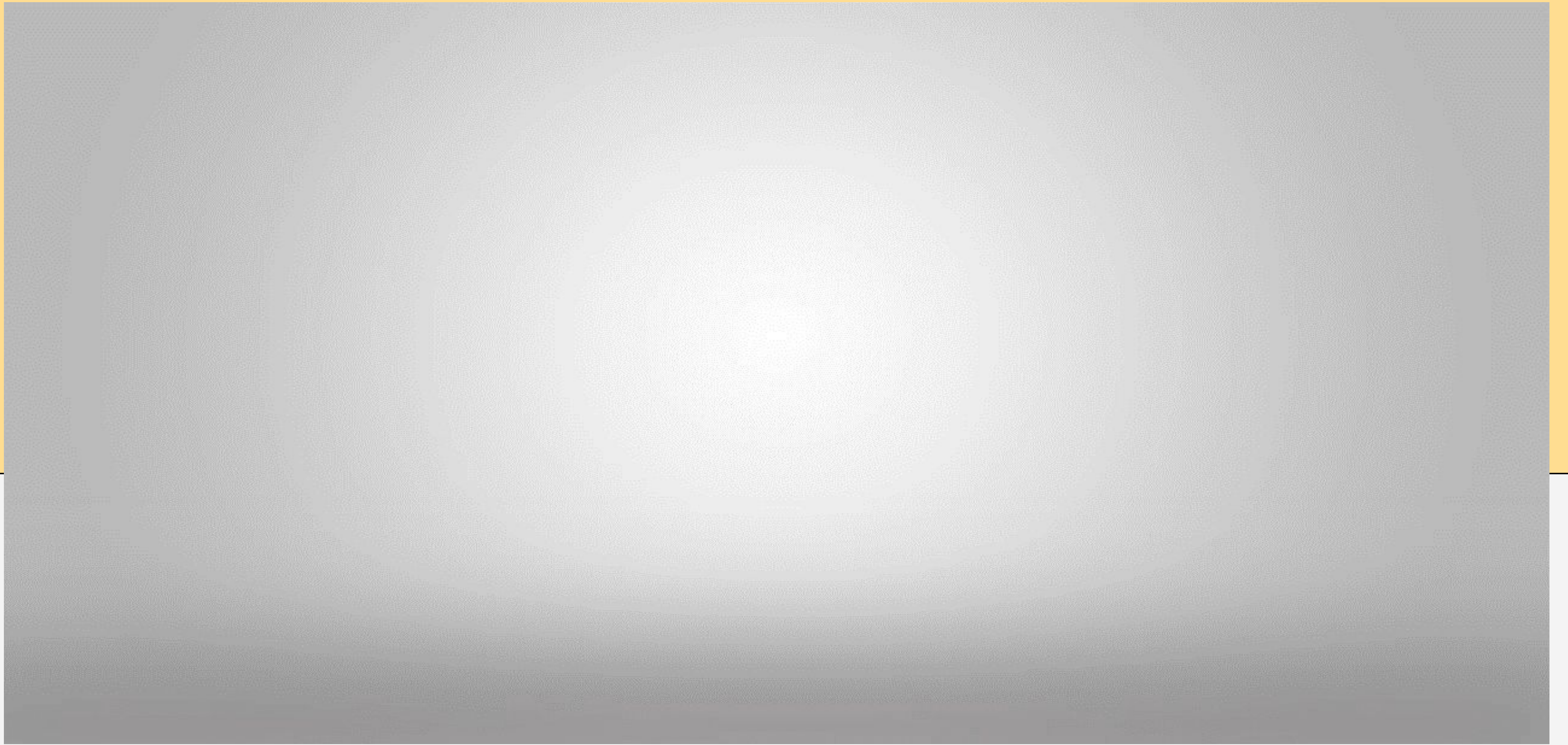
Which parts of the wheel were easiest to fill out?

Which parts were the hardest to fill out?

Are there important aspects of your identity that don't fit on the wheel?

Were you surprised by any of the categories?





<https://youtu.be/trqDnLNRuSc>

Discover and Embrace

Identity statement

- I am...

Vision and mission statement

- I want to **become** ...
- So that I **can** ...
- And in the **process** ...



Exercise

A VISION AND MISSION STATEMENT MAY READ SOMETHING LIKE THIS:

"I will be happy and successful when I work in an environment where I can experience fulfillment in my work, earn enough money to live comfortably, provide for my loved ones, plan for the future, and help others." This statement can be expanded to include procedures and specific goals in line with your central purpose: a. "I want to become a ... (career choice: for instance, a lawyer), b. so that I can ... (make a social contribution: for instance, defend people in a court of law), and c. in the process achieve ... (personal meaning: for instance, address my desire to help people who have suffered or are suffering injustice deal with those who bully or hurt them, restore their dignity, and teach them how to stand up for themselves)."

MISSION STATEMENT (TO HELP YOU MAKE MEANING AND FIND A SENSE OF PURPOSE)

FORMULATING YOUR PERSONAL VISION AND MISSION STATEMENTS:

I WANT TO BECOME

SO THAT I CAN

AND IN THE PROCESS

(Example: "I am a kindhearted, principled, dedicated, compassionate and strong-willed person. I am articulate, I am very good at languages, I care about people and animals in general and about those that have suffered injustice or abuse in particular. I become despondent from time to time, I am impatient with lazy people, I worry a little too much, I sometimes overreact, I tend to neglect my own needs, I work too hard, and I get irritated easily when people make a lot of noise. Having experienced injustice and bullying when I was young, and having witnessed people dear to me suffer the same fate, I feel passionate about helping people and animals who have suffered or are suffering deal with their suffering.")

Identity and Self-esteem



- Identity & self-esteem are closely related and are very important to mental health.
- Sense of identity □ Who you think you are and how you perceive yourself.
 - It has to do with your sense of self-worth and how you define yourself.
- Self-esteem □ How you value yourself.
- Both affect your mental health, your behavior and how you relate to other people.
- It's normal to be affected to a degree by the way others treat us, but a strong self-esteem and identity, allows us to feel good about ourselves and even protects us when others treat us poorly.



What does Diversity
actually mean?

Defining Diversity

01

Diversity is about what makes each of us **unique** and includes our **backgrounds, personality, life experiences** and **beliefs**, all of the things that make **us who we are**.

It is a **combination** of our **differences** that shape our view of the world, our **perspective** and our **approach**.

02

Diversity is also about recognising, respecting and valuing differences based on ethnicity, gender, age, race, religion, disability and sexual orientation.

What does Diversity actually mean?



DIVERSITY comes from a **Latin word** which means to **TURN ASIDE**.

- Diversity is a broad term used to refer to **all differences**.
- Diversity is has two dimensions:
- **Primary dimensions** (Inborn differences) – Have an **impact throughout** one's life.
- **Secondary dimensions** – **Acquired or changed** throughout one's lifetime. Have less of an impact

Diversity

- Diversity brings in **new ideas and experiences**, and people can learn from each other.
- Bringing in **different ideas and perspectives** leads to better problem-solving.
- Able to **acknowledge strengths &**

INCLUSION as an element of DIVERSITY



Inclusion is seen as a **universal human right**.

The aim of inclusion is to **embrace all people** irrespective of **race, gender, disability, medical or other need**.

Inclusion **occurs when people feel, and are, valued and respected**. Regardless of their personal characteristic or circumstance, and where they:

- have the **opportunity** to fulfil their individual and combined potential
- have **access** to opportunities and resources
- can contribute their **personal best** in every encounter
- can contribute their **perspectives and talents** to improve their organisation
- can bring far **more of themselves** to their jobs
- have a **sense of belonging**.

EQUAL OPPORTUNITY as an element of DIVERSITY



- The idea that people ought to be able to compete on **equal terms**, or on a “**level playing field**”.
- Equal opportunity means that every person can **participate freely** and **equally** in areas of public life such as in the workplace, in education, or in accessing goods and services without disadvantage or less favourable treatment due to their unique attributes.
- Everyone has rights and responsibilities under equal opportunity and anti-discrimination legislation to prevent discrimination, harassment, vilification or victimisation.
- This is a big part of equality, It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.

Ask yourself these questions

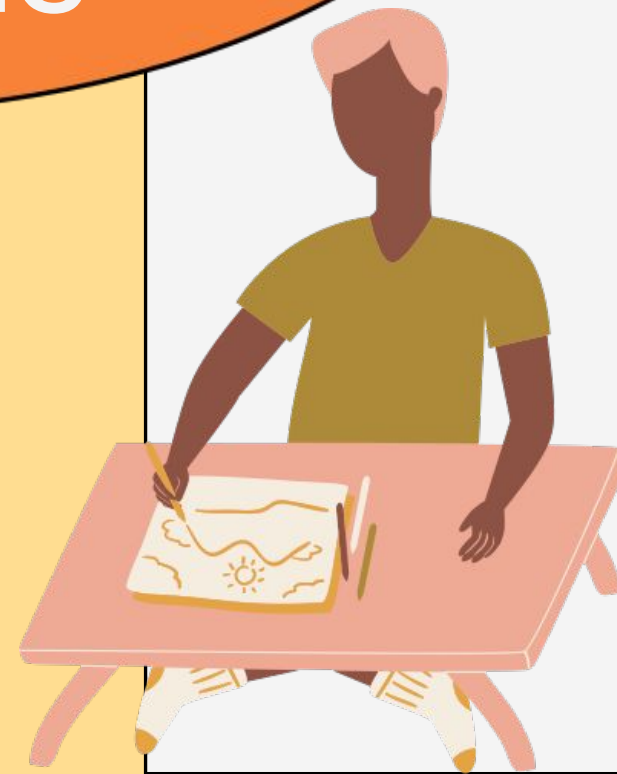
SELF-ESTEEM QUIZ

I'm able to discuss my good qualities, skills, abilities, achievements, and successes with others.	True	False
I assert myself with someone whom I believe is violating or ignoring my rights	True	False
I am content with who I am, how I act, and what I do in life.	True	False
I am not bothered by feelings of insecurity or anxiety when I meet people for the first time.	True	False
My life is balanced between work, family life, social life, recreation/leisure, and spiritual life.	True	False
I am aware of the roles I played in my family of origin and have usually been able to make these behavior patterns work for me in my current life.	True	False
I'm connected with the significant others in my environment at home, work, school, at play, or in the community.	True	False
I can perform the developmental tasks necessary to ensure my ongoing healthy self-esteem	True	False
I am satisfied with my level of achievement at school, work, home, and in the community.	True	False
I am a good problem solver; my thinking is free of irrational beliefs or fears.	True	False
I am willing to experience conflict, if necessary, to protect my rights.	True	False

If you circled an F for 3 or more of the preceding questions, you probably need to work at improving your self-esteem. That's what we're here for! But that comes a little later!

Your self esteem matters for 3 BIG reasons

- Reason #1: Self-esteem gives you control over your life.
- Reason #2: Self-esteem determines who is in your life.
- Reason #3: Self-esteem creates success.



SIGNS & SYMPTOMS OF A HEALTHY SELF-ESTEEM

Loving yourself as a whole person and knowing your uniqueness allows you to be YOU.

Being authentic. Staying true to yourself and to what you believe to be right.

Not worrying excessively about what others think.

Taking care of yourself and looking after your own needs rather than pleasing others.

Having healthy boundaries with other people and treating yourself with dignity and respect.

Being assertive and speaking up for yourself. Daring to say no to things you don't want to do.

Focusing on your life without the need to compare yourself to others.

Being able to acknowledge and celebrate other people's achievements.

Being okay with spending time alone.

Taking responsibility for your feelings and actions instead of blaming other people or your circumstances.

Being open to change what you don't like in your life and what is changeable.

Believing you are worthy of the best things life has to offer: good health, love and affection, financial abundance, professional success.

Low Self-Esteem

Signs & Symptoms

Avoiding new things & not taking opportunities

Feeling unloved and unwanted

Blaming others for own mistakes

Not being able to deal with normal levels of frustration

Negative self-talk and comparisons to others

Fear of failure or embarrassment

Difficulty making friends

low levels of motivation & interest

Can't take compliments & shows mixed feelings of anxiety or stress

Are easily overcome with despair and depression when they experience a setback or loss in their lives

Are insecure, anxious, and nervous when they are with others

Are unable to make an honest assessment of their strengths, qualities, and good points; they find it difficult to accept compliments or recognition from others

Benefits of a high self-esteem



- Increased respect
 - take care of themselves
 - rarely give into peer pressure
- Increased ability to reach goals
- Increased willingness to try
 - not easily discouraged
- Increased feeling of value
 - Valuable member of the family, community, work, etc.
- Increased appreciation for life
- Believes in self
- Is not a threat to others (visa versa)
- Easily accepts failure



THE 6 PILLARS OF SELF-ESTEEM

1

THE PRACTICE
OF LIVING
CONSCIOUSLY

2

THE PRACTICE
OF
SELF-ACCEPTA
NCE

3

THE PRACTICE
OF
SELF-RESPONSIBI
LITY

4

THE PRACTICE
OF
SELF-ASSERTIVE
NESS

5

THE PRACTICE
OF LIVING
PURPOSEFULLY

6

THE PRACTICE
OF PERSONAL
INTEGRITY

Tips for building self-esteem

- Change your habit of negative thinking.
- When faced with a situation that feels fearful & confusing
 - Ask yourself "What do I want to have happen in this situation?"
- When you are feeling stuck, depressed or unhappy
 - Ask yourself "what can I do right now that supports my greatness (happiness and joy)"?
- Positive thinking phrases feeds the brain pathways that nourish your dreams, goals, and desire.
- Explore your strengths
 - List the strengths you possess
 - Describe a time they were able to help you in a situation
 - Describe two new ways you can use your strength
- Make a list of what you love to do
 - From childhood until now and find time to do it at least once a week, even if it's just for a few minutes.



SELF-ESTEEM DIARY

MON.	Something I did well today...	
	Today I had fun when...	
	I felt proud when...	
TUE.	Today I accomplished...	
	I had a positive experience with...	
	Something I did for someone...	
WED.	I felt good about myself when...	
	I was proud of someone else...	
	Today was interesting because...	
THUR.	I felt proud when...	
	A positive thing I witnessed...	
	Today I accomplished...	
FRI.	Something I did well today...	
	I had a positive experience with (a person, place, or thing)...	
	I was proud of someone when...	
SAT.	Today I had fun when...	
	Something I did for someone...	
	I felt good about myself when...	
SUN.	A positive thing I witnessed...	
	Today was interesting because...	
	I felt proud when...	

Would you take better care of yourself?

Would you be kinder to yourself?

Would you be more forgiving of your human imperfections?

If you realized your best friend was yourself?

Who is always with you everywhere?

Who is on your side when others are unfair?

And tell me, who will never let you down in any situation?

Who will always see you get your share?

And that's why I'm a best friend to myself.

And I take me out whenever I feel low.

And I make my life as happy as a best friend would

I'm as nice to me as anyone I know!





<https://youtu.be/c62Aqdlzvqk>

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