

Conversations of identity

What is it?

We all have multiple identities that influence us and the way others relate to us. Conversations of identity are conversations based on a set of questions that help us gain a better understanding of each other's professional and social identities.

What is it used for/ Purpose?

Conversations of identity are used to:

- Gain a better understanding of your own professional and social identities - which of your identities are privileged, which are not, and how do your privileged and non-privileged identities intersect with each other
- Gain a better understanding of your colleagues' professional and social identities - which of their identities are privileged, which are not, and how do their privileged and non-privileged identities intersect with each other

How to have conversations of identity

- Think for a moment about your identities and which ones you think are particularly influential in this team.
- Pair off with a team member who has at least one identity different from yours
- Give each person a chance to name one of those identities, then ask them two questions:
 - What does this identity help you see and do, and what might it make it harder for you to see and do?
 - How does this identity help you feel included and how might it sometimes lead you to feel that you don't belong?