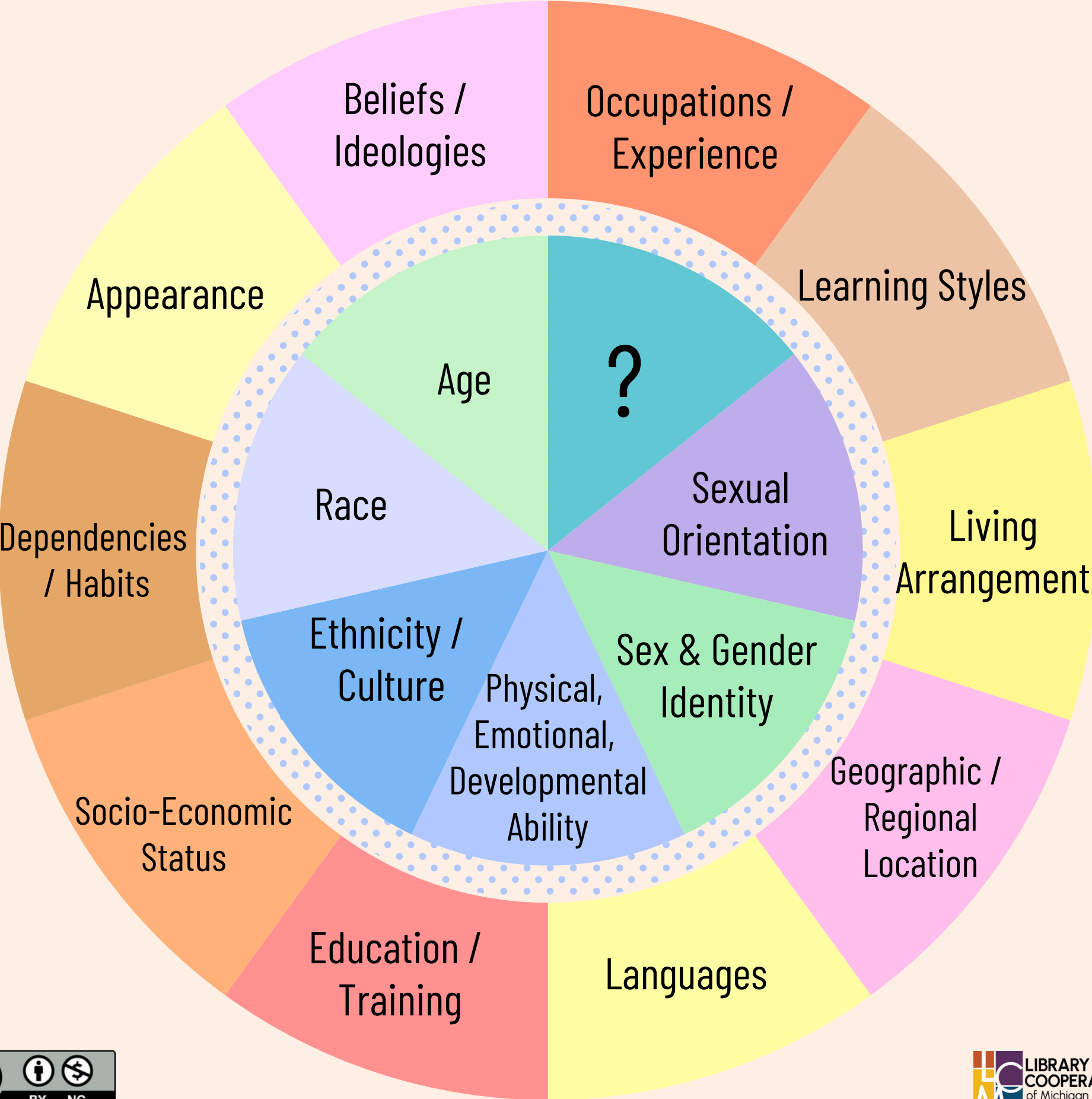


# IDENTITY WHEEL - SEE YOURSELF - SEE OTHERS



Each individual's identity is different and made up of several parts.

# BRINGING IDENTITY TO DISCUSSIONS

Recognizing identity, both yours and the differing identities of others, can help create a respectful framework for interactions—especially in the context of difficult conversations.

Below are some questions for individuals or groups to explore when thinking about their own identity and the identity of others.

What parts of your identity are important to you?

How can you see others perspectives through their identity?

Have any parts of your identity changed during your journey?

What do you think is missing on the wheel? What would you add?

Which concepts would you like to learn / know more about?

Which parts of identity do we need to define as a group?

What other questions or ideas do you or the group have about identity awareness?



# IDEAS FOR USING THE **IDENTITY WHEEL**

There are many possible uses for the **Identity Wheel** and for creating a respectful framework for meetings, discussions, and conversations. Some ideas for using the **Identity Wheel** are listed below.

Personal Reflection, Getting to Know and Understand Yourself

Framing and Leading Meetings, Discussions, Conversations

Respectful Team Building

Structured Board Development

Understanding Colleagues

Understanding Your Community

Understanding Your Organizational Partners

Understanding Power Dynamics and Access to Power

Working as a Group to Define the Identity Terms

What other uses can you think of for using the **Identity Wheel**?

# DEFINITIONS OF TERMS

When using the **Identity Wheel** it can be useful for a group to have shared a shared understanding of what terms mean. Groups may use the following definitions and terms or they may find it useful to work together to develop a shared definitions for the **Identity Wheel** terms they select.

Default definitions developed from [Merriam-Webster Dictionary](#).

**Age:** “the period contemporary with a person's lifetime”; how old someone is

**Race:** “groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry”

**Ethnicity:** or ethnic, “of or relating to large groups of people classed according to common racial, national, tribal, religious, linguistic, or cultural origin or background”

**Culture:** “customary beliefs, social forms, and material traits of a racial, religious, or social group”

**Ability** (Physical / Emotional / Developmental): “physical, mental, or legal power to do something”; some abilities may be more moveable capacity than others

**Sex:** “distinguished . . . as female or male especially on the basis of their reproductive organs and structures”; biological makeup

**Gender:** “behavioral, cultural, or psychological traits typically associated with one sex”

**Gender Identity:** “a person's internal sense of being male, female, some combination of male and female, or neither male nor female”

**Sexual Orientation:** “a person's sexual identity or self-identification as bisexual, straight, gay, pansexual, etc.” and/or who they are sexually attracted to, or not attracted to



# DEFINITIONS CONTINUED

Default definitions developed from [Merriam-Webster Dictionary](#).

**Appearance:** “external show”; “outward aspect”; “a sense impression or aspect”; how someone looks can be a reflection of one or more of their parts of identity and can affect how they are perceived by others

**Beliefs:** “a state or habit of mind in which trust or confidence is placed in some person or thing”; “something that is accepted, considered to be true, or held as an opinion : something believed”; “a conviction of the truth . . .” of something

**Faith:** “firm belief in something for which there is no proof”

**Religion:** “the service and worship of God or the supernatural”; “commitment or devotion to religious faith or observance”; “religious attitudes, beliefs and, practices”

**Ideologies:** “a manner or the content of thinking characteristic of an individual, group, or culture” and “a systematic body of concepts especially about human life or culture”

**Occupation:** vocation, job, how an individual spends their time

**Experience:** “practical knowledge, skill, or practice”

**Education / Training:** “knowledge and development resulting from the process of being educated”; “the skill, knowledge, or experience acquired by one that trains”; learning

**Learning Styles:** differences in how individuals best learn or retain information, such as visual, oral, participatory, groupwork, etc.

**Languages:** “the words, their pronunciation, and the methods of combining them used and understood by a community”; the means by which we communicate

**Geographic / Regional Location:** where an individual is from or resides, on the map geographically, or as a defined region

**Living Arrangement:** encompassing many ideas including housing status, homelife, relationship and/or family status

**Socio-economic status:** placement in society “of, relating to, or involving a combination of social and economic factors”; may be represented by social class labeling such as rich, poor, middle class, etc. May also be measured by access to money and/or power.

**Dependencies:** something you are dependent on, good or bad; relying on for support or coping

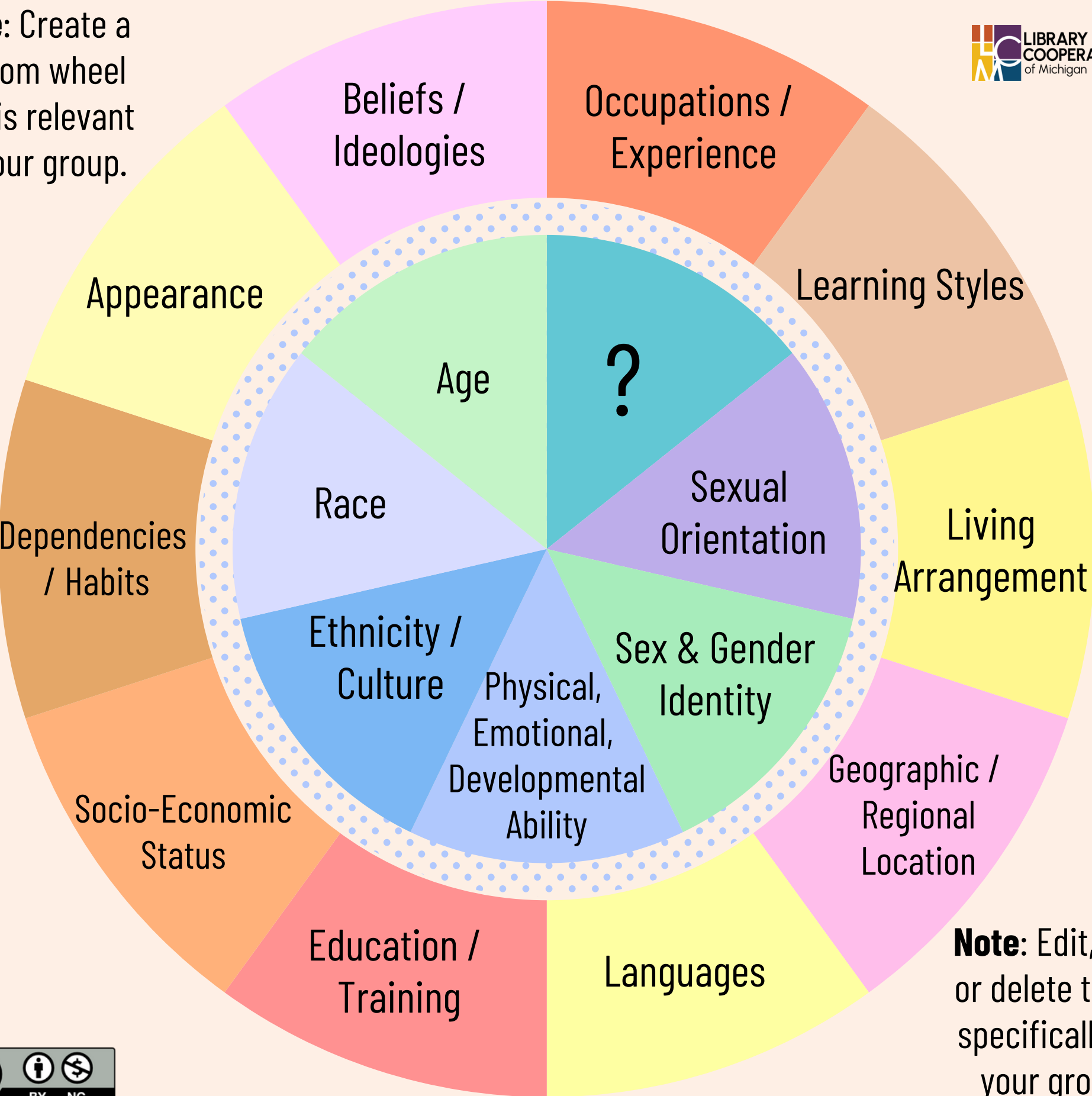
**Habit:** “an acquired mode of behavior that has become nearly or completely involuntary”



# IDENTITY WHEEL - SEE YOURSELF - SEE OTHERS



**Note:** Create a custom wheel that is relevant to your group.



**Note:** Edit, add, or delete terms specifically for your group.



Each individual's identity is different and made up of several parts.

# SHARED DEFINITIONS

When creating a custom **Identity Wheel** as a group it can be useful to develop shared definitions so that the group has a shared understanding of what terms on the **Identity Wheel** mean. Create a list of all the terms on the group's custom wheel and work together to define them.

[Add Group Definitions Here]