

# Reflecting on social identity

## Examining and sharing what makes you unique

**Time required:** About 25 minutes for a team of four educators

**Space and materials requirements:**

- A quiet space
- Timer
- Pencil and paper

"Educational equity means that each child receives what they need to develop to their full academic and social potential."  
[National Equity Project, 2021](#)

The activities within the Next Education Workforce [Justice, Equity, Diversity and Inclusion collection](#) are intended to facilitate thinking, intention-setting and clarifying purpose along your individual journey and to support your growth with your educator team. We recommend that you plan a sequence of activities for your team with intentionality or follow the sequence we have proposed in the [Justice, Equity, Diversity and Inclusion collection](#).

In this activity, you will create and share a visual representing your social identity.

Social identity is the story others tell about you and where you fit into society or the groups to which you belong (e.g., race, ethnicity, gender identity). It might be helpful to think about social identity in juxtaposition with personal identity, which is the story you tell about yourself that creates your self-concept and makes you unique (e.g., your skills, your hobbies, your favorite things, adjectives that describe you, birth order, the number of siblings you have). Importantly, exploring and sharing about personal identity as opposed to social identity may be a more approachable entry point for reflection and sharing given individual team members may be in different places on their equity journeys. If your team has not yet shared about personal identity, consider engaging with the [Reflecting on Personal Identity](#) protocol first.

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## Getting organized (5 minutes)

**1. (2 min) Norms:** Review team norms. If your team does not have norms, consider borrowing these:

- Be present
- Speak your truth
- Maintain confidentiality
- Expect and accept non-closure

**2. (1 min) Roles:** Identify a facilitator who will move the team through the activity and a note-taker who will capture notes on the team's definition of equity.

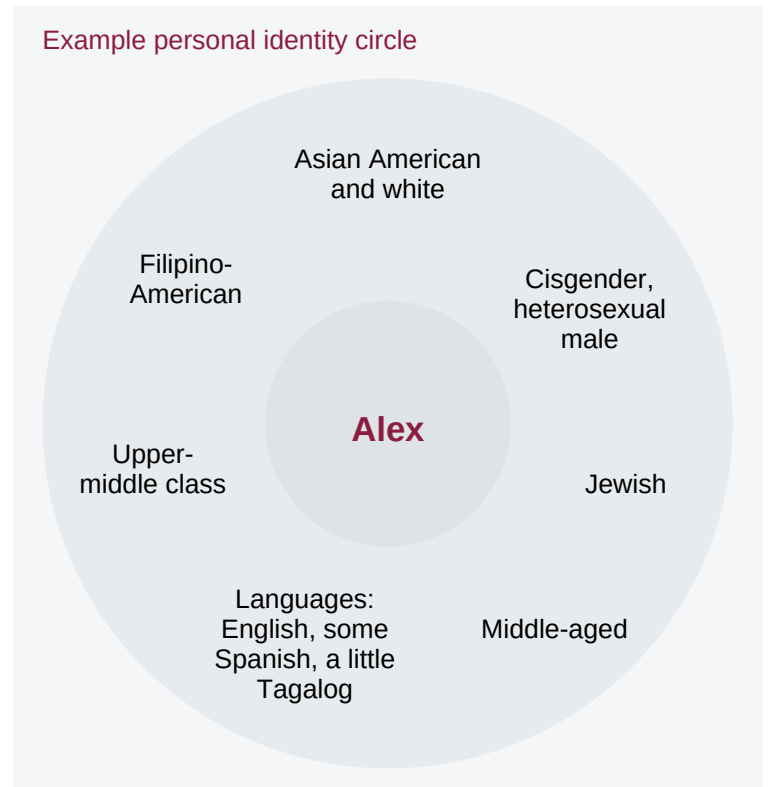
**3. (2 min) Preview:** Preview the activity as a team.

## ▶ Creating social identity circles (7 minutes)

4. (7 min) **Draw and write:** On a blank piece of paper, draw two circles, one within the other. Write your name (or the name you prefer to be called) in the center of the inner circle. Add words describing your social identity in the outer circle. You might consider sharing how you would describe:

- Your race
- Your ethnicity
- Your sex
- Your gender identity
- Your sexual orientation
- Your socio-economic status
- Your nationality
- The languages you speak
- Your disability status
- Your religious affiliation
- Your age

Example personal identity circle



## ▶ Sharing personal identity circles (8 minutes)

5. (8 min) **Share:** Round-robin, each team member should share:

- One element of their social identity that feels salient at home and why
- One element of their social identity that feels salient at work and why
- One element of their social identity that they feel proud of
- One element of their social identity that they wish they knew more about

Each team member has up to two minutes to share.

Note: When not sharing, team members should focus on listening actively (e.g., nodding, eye contact) during this time. They are welcome to non-verbally affirm contributions but should avoid commenting.

## ▶ Reflecting (5 minutes)

6 (2 min) **Reflect independently:** Silently reflect or journal in response to the following prompts:

- What feelings did this activity raise for you?
- To what extent did this activity help you individually to gain momentum and confidence in your equity journey?

7. (3 min) **Discuss:** With your team, discuss:

- How might this activity have equipped your team to work more effectively together to better serve your students?
- When might your team explore another activity from the Next Education Workforce [Justice, Equity, Diversity and Inclusion collection?](#)

## References

National Equity Project. (2021). *Educational equity definition*. Oakland, CA: National Equity Project. Retrieved <https://www.nationalequityproject.org/education-equity-definition>