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Exploring Positionality Workbook

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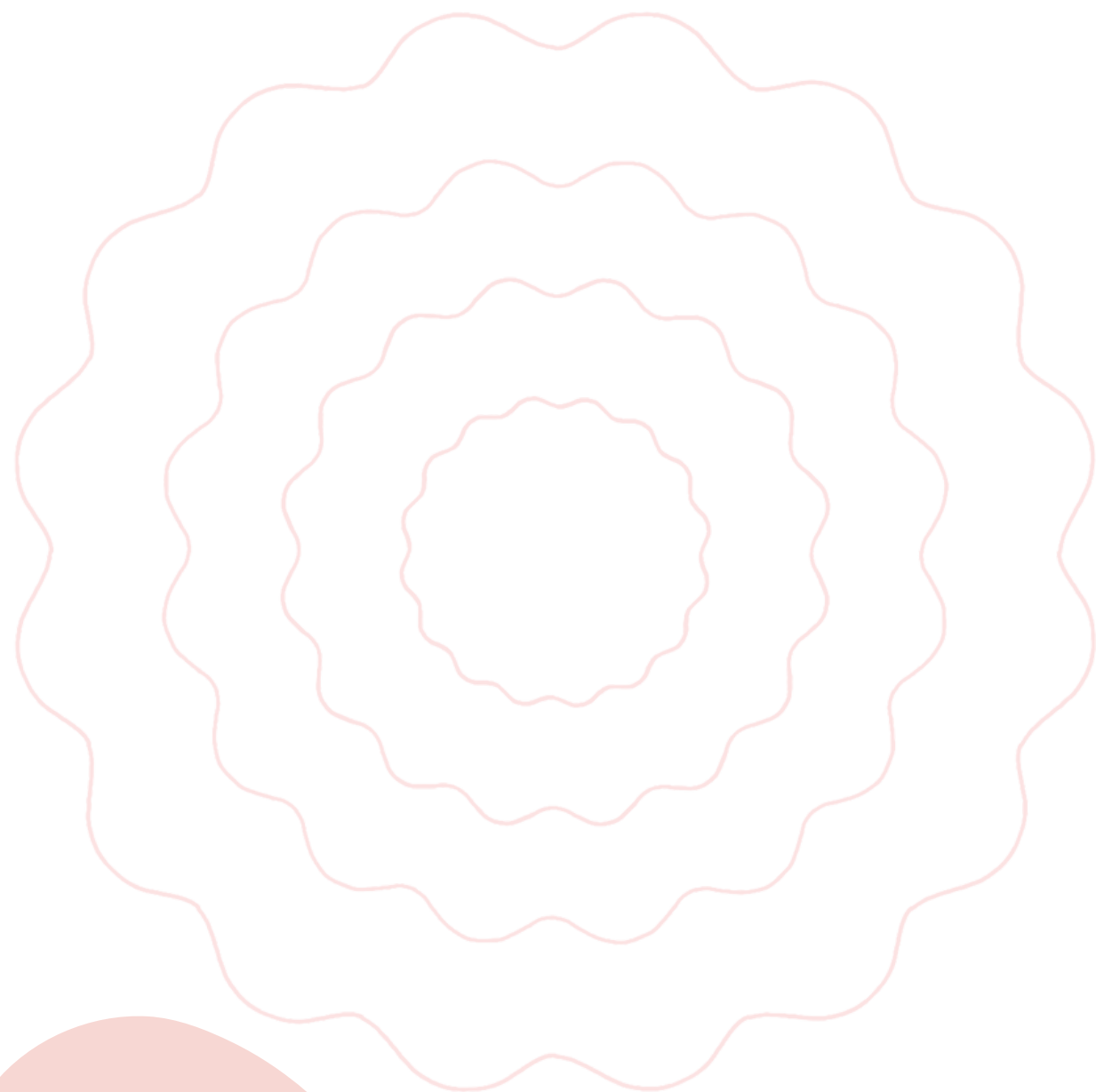
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Anticipation Conference 2024

A Self-Exploration Guide
Using the Power Flower tool

Exploring Positionality

Morgan Bath / Danny Ghantous



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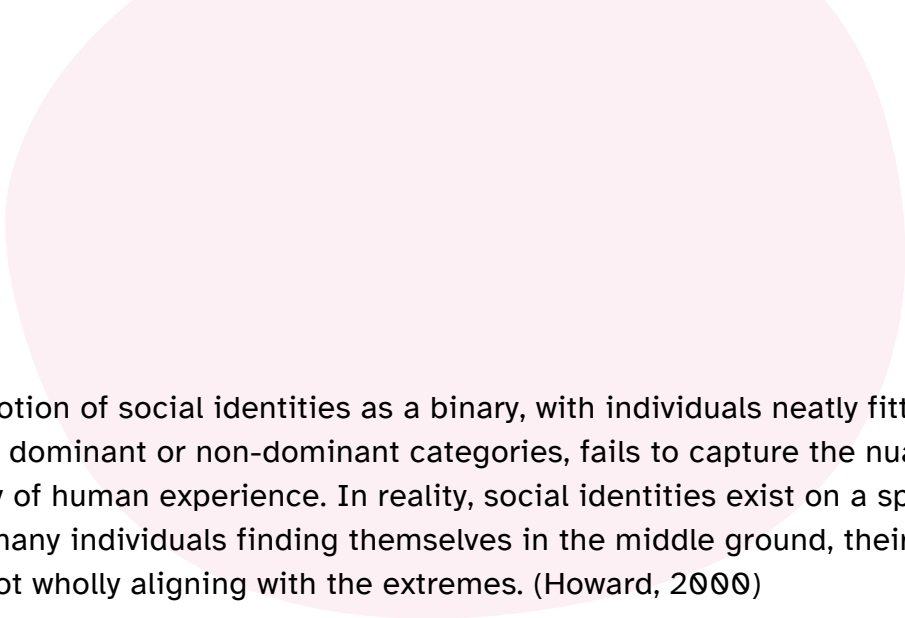
Purpose of the Workbook

This workbook is primarily designed for researchers, though its principles can be widely applied across various practices. By using the Power Flower tool, researchers will develop self-reflection and awareness, identifying and addressing gaps and biases in their thinking. This tool enhances the ability to work effectively both independently and collaboratively. Ultimately, it serves as a guide for researchers seeking to better understand themselves and their impact on the world.

This workbook is designed to guide you through the exploration of your biases, intersectionality and positionality. Using the the Power Flower tool, you will gain insights into your personal social identities and how they intersect to shape your experiences of power, advantage, and disadvantage.

Who WE are

We, Danny Ghanous & Morgan Bath, are graduate students from OCADU's Strategic Foresight & Innovation Program. While exploring means of applying intersectionality and positionality-informed research, we investigated the potential impact of using the Power Flower Tool as a shorthand for identification, exploration, and application. We created this workbook and then adapted it with the aid of various workshops conducted with a diverse set of designers, members of the foresight community, and individuals interested in positionality-informed research. In line with the transparency the tool promotes, we must address and recognize the inherent biases that permeate our research duo. We recognize our shared advantages in terms of able-bodiedness, educational background, gender identity, religion, immigration status & current geographic location (both with regards to this project initiated and conducted in Toronto, ON), and disadvantages within the higher social strata, family, and age group.



The notion of social identities as a binary, with individuals neatly fitting into either dominant or non-dominant categories, fails to capture the nuanced reality of human experience. In reality, social identities exist on a spectrum, with many individuals finding themselves in the middle ground, their sense of self not wholly aligning with the extremes. (Howard, 2000)

The Power Flower tool provides a valuable framework for illuminating the intersections of power, advantage, and disadvantaged that shape our social identities. This visual representation encourages us to consider the multilayered nature of our lived experiences, moving beyond simplistic categorizations. (Crenshaw, 1991) Identity-based politics has been a source of empowerment and community for disadvantaged groups, allowing them to assert their unique perspectives and experiences. (Crenshaw, 1991) However, the tendency to view identity categories as inherently negative, as "vestiges of bias or domination," can undermine efforts towards social justice. (Crenshaw, 1991)

Intersectional feminist theory offers important insights into the fluidity and dynamism of identity. This approach recognizes that the meaning and implications of a particular identity, such as "Asian American," can shift depending on the power dynamics at play. As such, the charge of "fragmentation" leveled against intersectionality is a misunderstanding of how identity is actually experienced in relation to power.

Embracing the nuance and complexity of social identities is crucial for building coalitions, fostering understanding, and working towards a more equitable society. Intersectionality is explicitly oriented towards transformation, recognizing that the factors shaping our lived experiences are intricately blended, like the unique, compound nature of a fly's eye. By acknowledging the fluid and flexible nature of identity, we can move beyond simplistic binaries and work collectively to dismantle systems of oppression.

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Key Concepts

Bias

Bias refers to the introduction of systematic errors or distortions in the design, execution, or interpretation of research, leading to a departure from true results or conclusions (Popovic, 2023). It can take various forms, often stemming from the subjective influence of preconceived notions, personal beliefs, or unintentional preferences (Bonneau, 2023). These influences affect the research process, potentially compromising the validity and generalizability of the study outcomes (Leung, 2015). However, biases are intrinsic to human cognition and represent a natural consequence of mental processes and cognitive shortcuts that are essential for efficiently navigating the complexities of the world (Miyatsu, 2019). Cognitive biases arise from the brain's imperative to swiftly process information, particularly in situations in which time and cognitive resources are constrained (Korteling et al., 2018). Although biases are commonly associated with negative connotations, it is crucial to recognize that they are not inherently detrimental and can serve adaptive functions in specific contexts (Steinhauser, 2020). Moreover, it is imperative to acknowledge that the factors of advantage and marginalization across a spectrum of experiences and identities inevitably shape one's worldview and influence individual biases (Søndergard, 2015). This recognition underscores the dynamic interplay between personal perspectives and external influences, further emphasizing the complex nature of the biases in human cognition and subsequent actions.

Intersectionality

Coined by Kimberlé Crenshaw in 1989, 'Intersectionality' serves as an analytical framework that explores how individuals' diverse social and political identities create distinct combinations of privilege and discrimination (Cooper, 2015, pp. 385–406). Intersectionality recognizes the interlocking Enhancing Design Empathy through Biases systems of power that impact the most disadvantaged members of society (Cooper, 2015, p. 385). This approach identifies various factors contributing to the advantages or disadvantages, such as gender, sex, race, ethnicity, class, sexuality, religion, disability, body size, and geographic location (Center for Intersectional Justice, 2022). These intersecting identities can simultaneously empower and oppress individuals (University of British Columbia, 2021). This framework rejects simplistic explanations of discrimination, emphasizing the complex interplay of multiple factors.

Positionality

Positionality (Mooney, 2018) (López & Gadsden, 2016) highlights the relational nature of identity, emphasizing that our sense of self is always situated within hierarchies of power and social structures. Intersectionality, on the other hand, recognizes the multiplicity of social forces that shape our lived experiences and identities. (Gopaladas, 2013) These two concepts are intrinsically linked, as our positionality within these power structures profoundly influences the intersectional nature of our identities and experiences.

Reflexivity

Reflexivity is a critical component of the research process, involves researchers carefully examining their own perspectives, assumptions, and potential biases, and recognizing how these elements may shape the research outcomes (Ramani et al., 2018)(Mao et al., 2016)(Jamieson et al., 2022). This ongoing process encourages researchers to be cognizant of their positionality and the ways in which their personal and professional contexts might influence their interpretations and conclusions (Palaganas et al., 2017).

Power Flower

The Power Flower exercise was introduced in Educating for Change in 1991 by a group of educators, with the specific intent of identifying and “linking the social identity of educators to those that the educator works with” (Arnold et. al, 1991). The tool presents various categories of social identity, each with an inner, middle, and outer section denoting non-dominant (disadvantaged) and dominant (advantaged) identities, respectively. Users highlight petals to indicate personal identification and recognize the nuanced nature of identity beyond binary concepts. To engage with the tool, users identify with the inner, outer, or in-between sections of each petal or add missing identities in an unfilled petal. This exercise aims to reveal the complex interplay of power, advantage, and disadvantage across multiple intersecting identities (Building Competence, n.d.). The tool emphasizes that individuals may experience marginalization in some aspects, while holding power and advantage in others. Importantly, identities are neither isolatable nor additive, illustrating how various aspects shape one's overall identity.

Identifying Context

Understanding Context

In our journey toward personal and collective growth, the consideration of context is paramount. Context can be understood in three dimensions: personal, collective, and social. Personal context refers to the unique experiences, beliefs, and circumstances that shape our individual perspectives and behaviors. Collective context encompasses the shared experiences, values, and norms within a group or community. Social context involves the broader societal structures, cultural norms, and historical factors that influence and shape our lives. By recognizing and understanding these layers of context, we can better navigate our personal growth and development.

Emphasizing Self-Awareness and Identifying Steps in Personal Growth

Self-awareness is the cornerstone of personal growth. It involves a deep and honest examination of our thoughts, feelings, behaviors, and motivations. By identifying our strengths and weaknesses, we can pinpoint the areas where we need to grow and develop. This self-awareness is not just for introspection but serves as a practical tool to identify gaps and opportunities for improvement. Understanding where we are now helps us map out the steps we need to take to achieve our goals. This process of self-discovery and continuous improvement is essential for anyone looking to grow both personally and professionally.

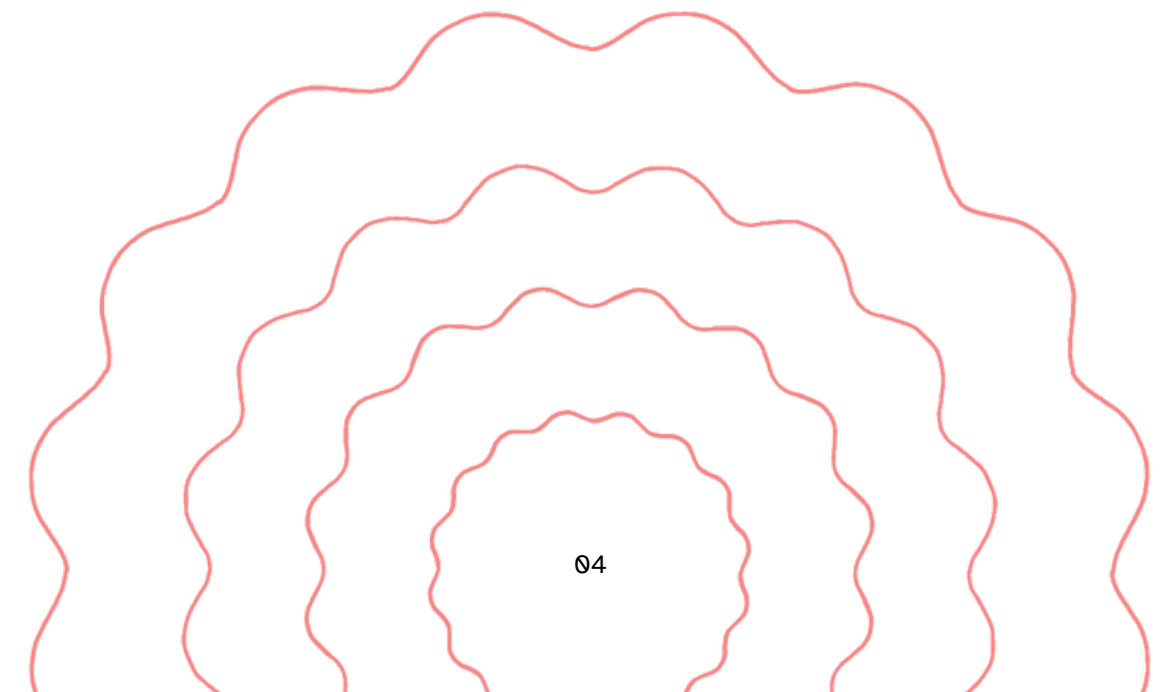
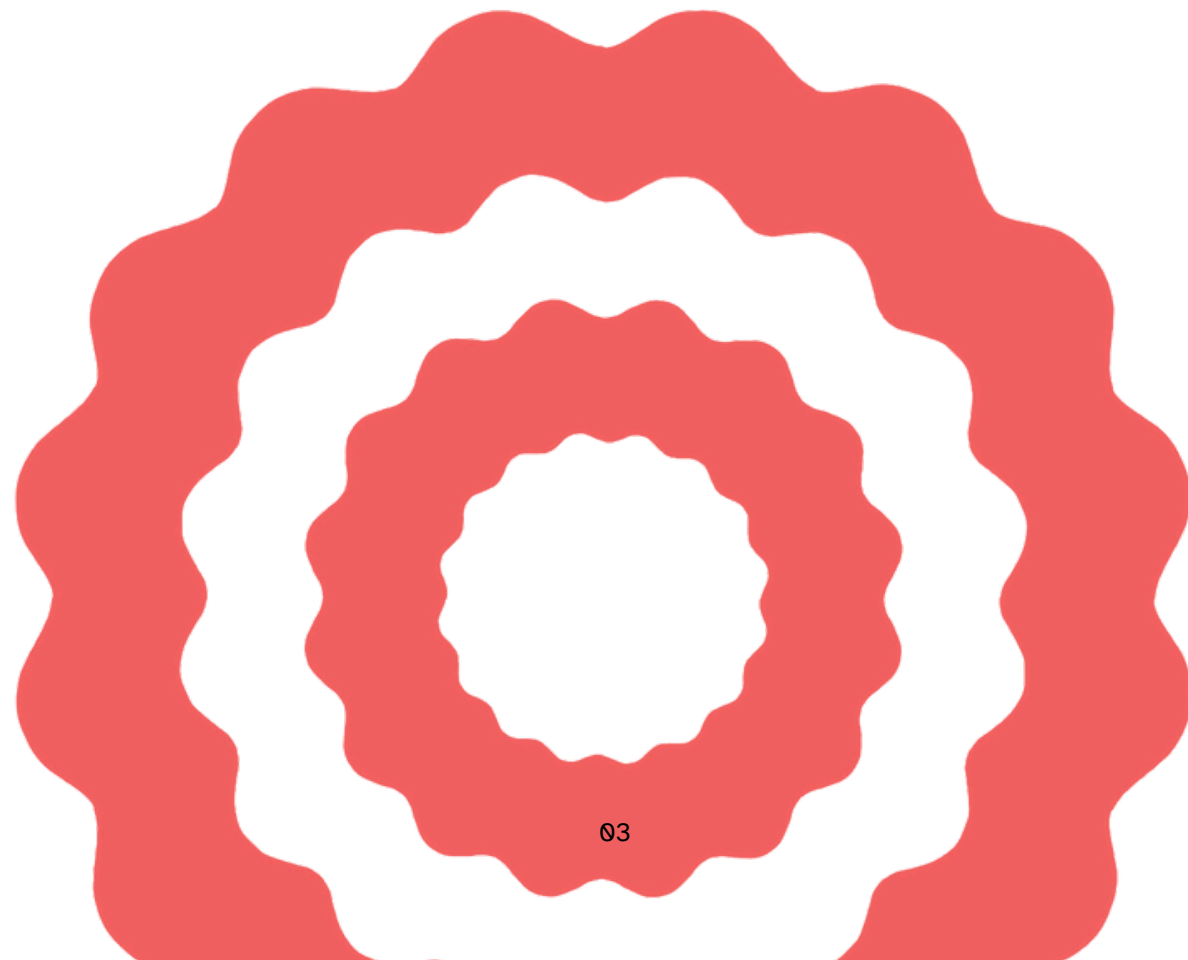


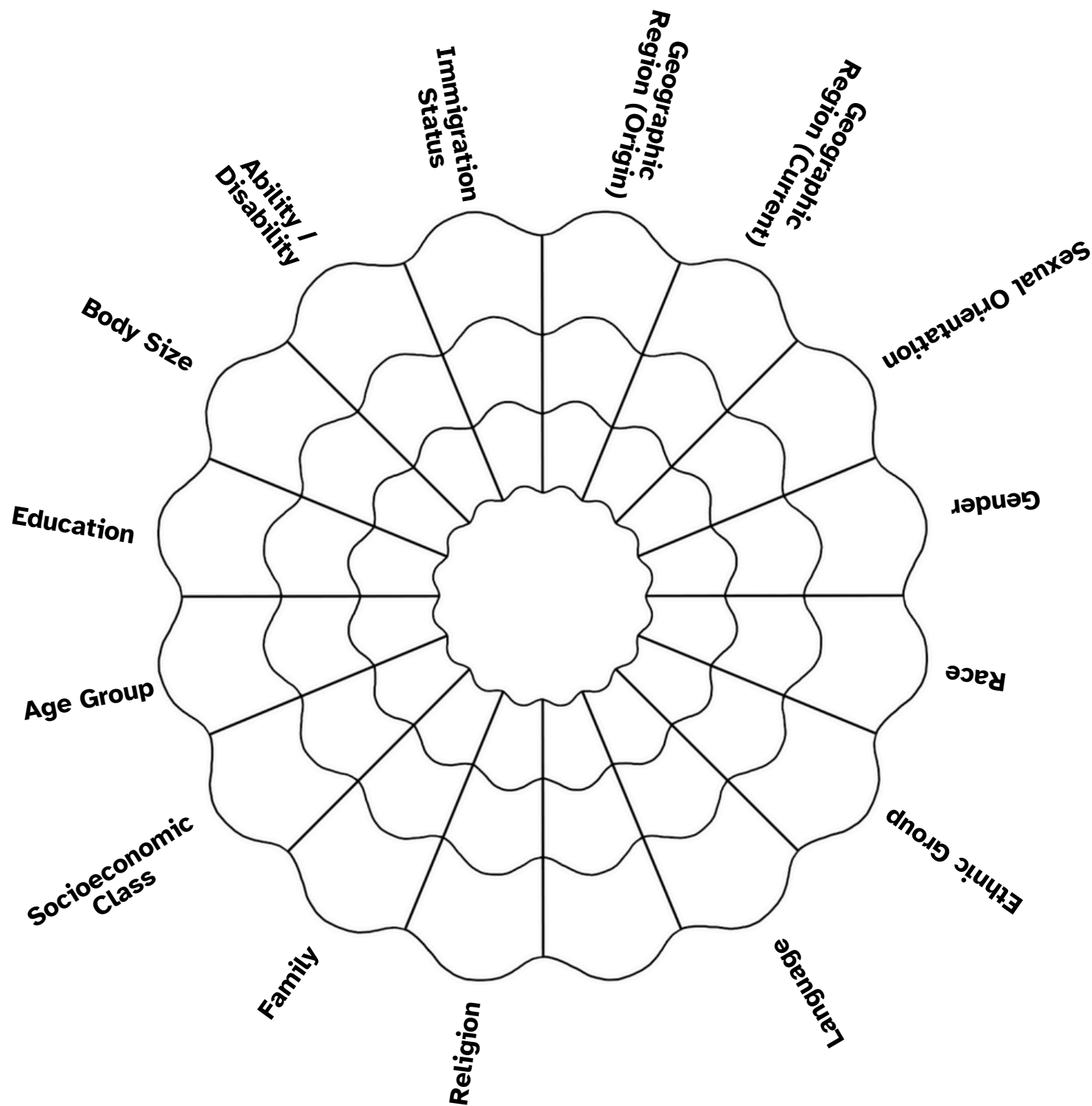
Purpose: Identifying Gaps and Opportunities

This workbook is not designed for casual reflection but as a strategic tool to identify gaps and opportunities in your personal and professional life. By systematically evaluating your current state and comparing it to your desired state, you can uncover areas for growth and development. This process is about making informed and intentional decisions to bridge the gap between where you are and where you want to be.

Positionality vs. Identity

Understanding the difference between positionality and identity is crucial in this journey. Identity refers to the qualities, beliefs, personality traits, and expressions that make up an individual. It is how we see ourselves and how we want to be seen by others. Positionality, on the other hand, refers to the social and political context that shapes our identity and experiences. It includes the roles and positions we hold in society and how these influence our perspectives and interactions. By acknowledging our positionality, we can understand how our experiences are shaped by various factors such as race, gender, class, and more. This awareness helps us navigate our personal and professional relationships more effectively and empathetically.





Power Flower

The objective of this activity is to illuminate the intersections of power, advantage, and disadvantage through the Power Flower tool. This visual representation showcases our social identities and their impact on our experiences within society. Each petal of the flower symbolizes a different category of our social identity, illustrating how these aspects influence the dynamics of power, advantage, and disadvantage.

Understanding the Petals



Outer Section (Advantaged): This represents the dominant identity within the category.

Middle Section (Ambiguous/Intermediate): This section is for identities that do not clearly fall into the advantaged or disadvantaged categories. It captures those who may experience mixed or variable levels of advantage and disadvantage depending on the context.

Inner Section (Disadvantaged): This represents the non-dominant identity within the category.

How to Fill in Your Power Flower

Step One: Identify Dominant/Non-Dominant Identities

Consider each petal and decide what you believe the dominant and non-dominant identities are in contemporary society.

Step Two: Personal Identification

Consider your personal identification within each category. If you identify with the advantaged group, colour in the outer section. If you identify with the disadvantaged group, colour in the inner section. If you identify in-between or with a unique identity, colour the middle section.

When to Use the Power Flower Tool

Applications of the Power Flower Tool

The Power Flower tool has a wide range of applications across different domains. While it is particularly effective in research, design, and team settings, it can also be used to understand your positionality in various other contexts. These include allyship, teaching, professional development, working with underrepresented groups, community engagement, and personal reflection. The tool's versatility makes it valuable for enhancing self-awareness, fostering inclusive environments, and promoting continuous personal and professional growth.

Using the Power Flower Tool: Before, During, and After a Project

Before a Project

At the start of a project, the Power Flower tool is used to reflect on potential personal biases, perspectives and positionality with respect to others working within their group. This initial reflection helps situate individuals within their work and identify potential influences on their approach(es). By understanding personal positionality early on, researchers, designers, and team members can establish a foundation of self-awareness that informs their decisions and interactions throughout a project.

During a Project

Throughout the project, the Power Flower tool serves as a continuous checkpoint for self-reflection and team dynamics. Regularly revisiting the tool allows individuals and teams to reassess and acknowledge any evolving biases and perspectives. This ongoing reflection fosters transparency, encourages open dialogue, and helps maintain an inclusive and adaptive approach to the work. It also supports the identification and mitigation of potential biases that may affect the project's outcomes.

After a Project

At the conclusion of a project, the Power Flower tool facilitates a final reflection on personal and team growth. This reflection helps assess how insights gained throughout the project have influenced perspectives and approaches. Documenting these reflections provides a valuable record of your journey, highlighting areas of personal development and informing future projects.

Moreover, openly acknowledging and documenting potential biases and shortcomings encountered during the research process allows for greater transparency. This transparency is crucial for the audience engaging with the research findings, as it fosters trust and provides context, enabling others to critically assess the work. It encourages a forward-looking mindset, emphasizing continuous improvement, ethical responsibility, and the application of lessons learned to new endeavors.

Personal Context

In the personal context, the Power Flower helps you explore how you individually move through the world in relation to your social identities. This reflection allows you to understand your unique experiences, privileges, and challenges. By examining your personal context, you can:

- Gain deeper self-awareness
- Identify personal biases and blind spots
- Recognize how your identities shape your worldview and decision-making

Collective Context

The collective context focuses on how you are positioned in relation to a group, such as a community, team, or workplace. Using the Power Flower in this context can help you:

- Understand group dynamics and power structures
- Identify your role and influence within the collective
- Recognize how your identities interact with those of others in the group

Social Context

In the social context, particularly relevant for researchers, the Power Flower tool helps you examine who you are in relation to the larger group being researched or interacted with. This application of the tool can:

- Highlight potential biases in your research approach
- Improve your understanding of the research subjects' perspectives
- Enhance your ability to conduct culturally sensitive and ethical research

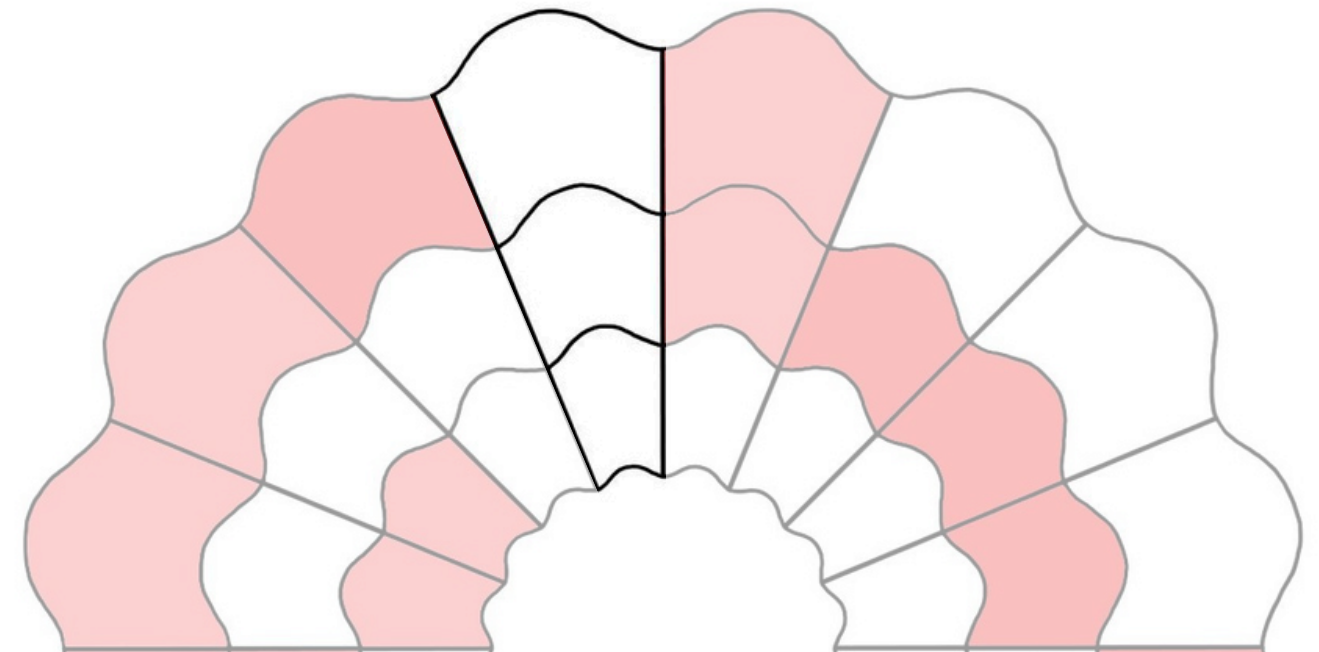
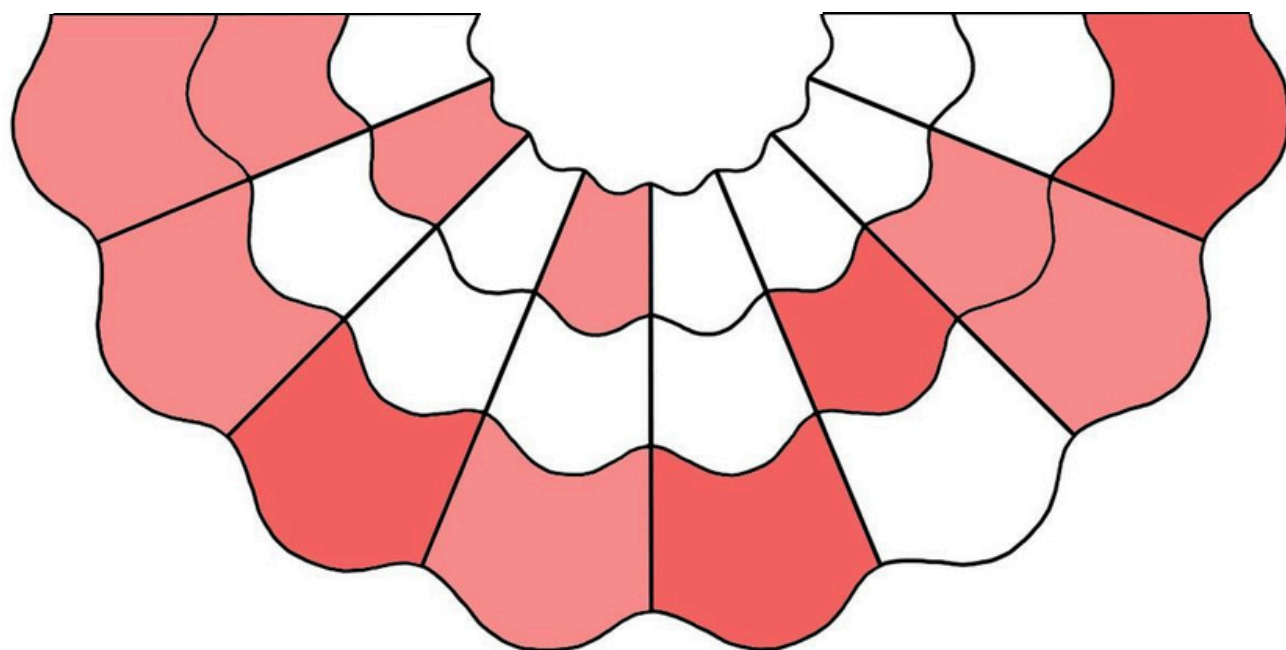
By considering these different contexts, you can use the Power Flower tool to gain a comprehensive understanding of your positionality and its implications across various aspects of your personal and professional life. This multi-faceted approach ensures that you're well-equipped to navigate complex social dynamics, conduct more inclusive research, and foster more equitable environments in your work and interactions.

The Petals

The Power Flower tool is designed to help you reflect on the various aspects of your identity and understand how they intersect to influence your experiences, perspectives, and interactions with the world. Each petal of the flower represents a different dimension of identity, including education, body size, ability/disability, immigration status, geographic region (origin & current), sexual orientation, gender, race, ethnic group, language, religion/spirituality, family, socioeconomic class & age group

By examining each petal, you can gain deeper insights into how these identities shape your worldview and impact your personal and professional life. This tool encourages you to think critically about the advantages and challenges associated with each aspect of your identity and consider how they contribute to your overall sense of self.

Use the questions provided for each petal to guide your reflection and enhance your understanding of how these identities intersect and influence your interactions with others. This process will help you recognize and address any biases you may hold and appreciate the diverse perspectives of those around you.



The Blank Petal

The blank petal in the Power Flower tool is intentionally left open for you to add a category of personal significance that may not be included in the pre-defined petals. This space is designed to be flexible, allowing you to capture an aspect of your identity that uniquely influences your experiences of advantage and marginalization.

Why a Blank Petal?

Personal Relevance

Everyone's identity is multifaceted and unique. The blank petal acknowledges that there may be important aspects of your identity not covered by the existing categories.

Customization

This flexibility ensures the tool is inclusive and adaptable to diverse experiences, allowing you to reflect on and include a category that feels personally relevant and meaningful.

Holistic Understanding

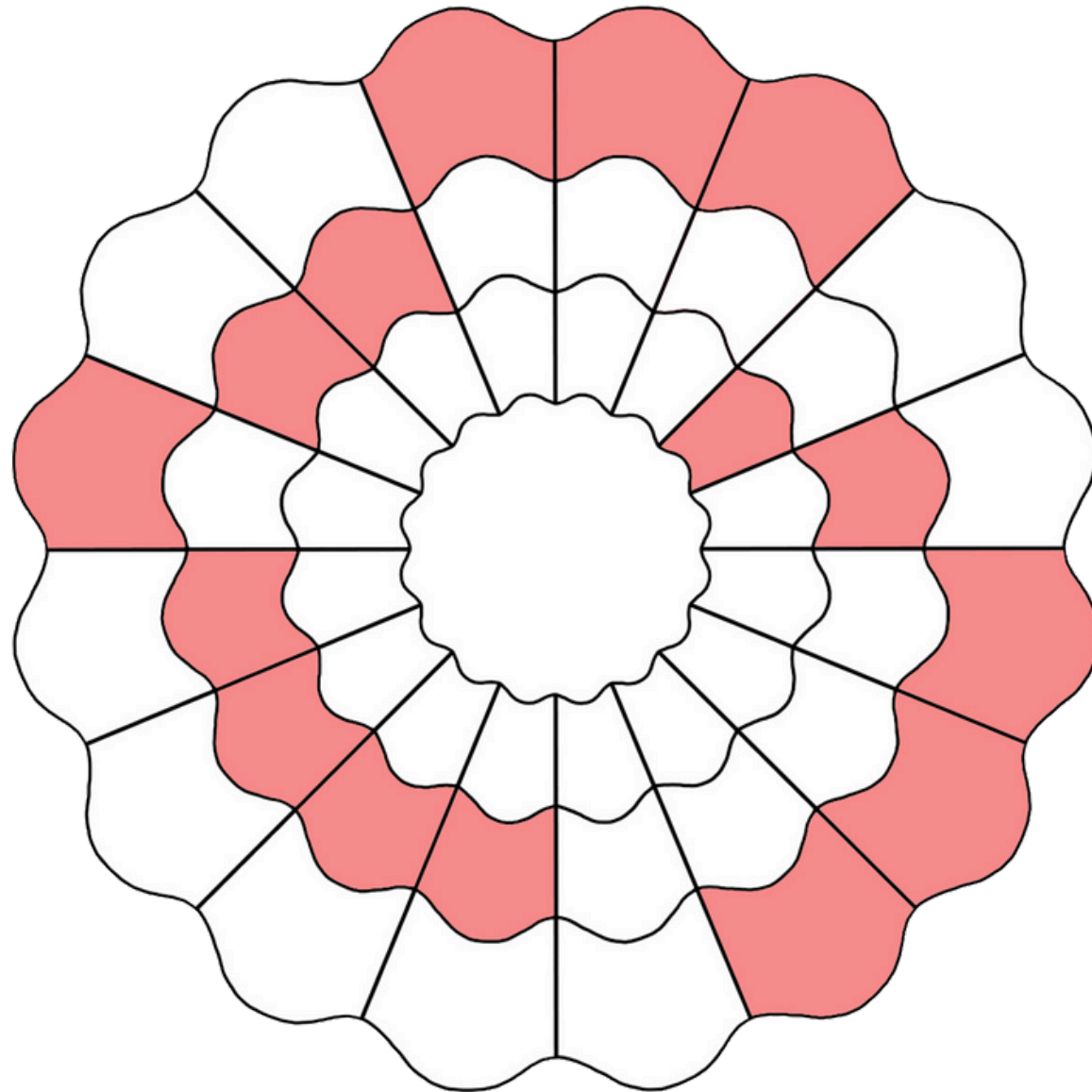
By adding a category of your choice, you can gain a more comprehensive understanding of how different parts of your identity intersect and influence your experiences.

Use this petal to consider any additional identity factors that play a significant role in shaping your life, and fill it in as you see fit.

Reflection Questions for Each Petal

The "Reflection Questions for Each Petal" section is designed to facilitate deep introspection and self-awareness. By engaging with these questions, you will explore the various dimensions of your social identity, represented by each petal of the Power Flower. This process helps to uncover how these identities intersect and influence your perceptions, behaviors, and interactions.

Each set of questions encourages you to examine your personal experiences, the biases you may hold, and how these factors impact your professional and personal life. Reflecting on these questions will enhance your understanding of the complexities of your identity and its role in shaping your worldview. This introspection is crucial for recognizing and addressing biases, ultimately fostering a more inclusive and empathetic approach in your research and daily interactions.



Education

The level of formal instruction and learning a person has received. Such as primary education, high school diploma, bachelor's degree, PhD, etc.

Why am I identifying the way I am for this petal?

What personal experiences or aspects of my life contribute to this identity? How have my upbringing, culture, or community influenced this identification? Are there specific events or milestones that have shaped this aspect of my identity? What emotions do I associate with this identity, and why?

How do I feel like this impacts the way I view the world? What types of biases may come from this viewpoint?

In what ways does this identity shape my perspectives and interactions with others? What assumptions or stereotypes might I hold because of this identity? How might my viewpoint differ from someone with a different identity in this category? How do my experiences with this identity influence my understanding of others?

How do I think it is affecting the work I do?

How does this aspect of my identity influence my professional behavior and decisions? Are there ways in which this identity helps or hinders my work? How does this identity impact my relationships with colleagues, clients, or stakeholders? In what ways does this identity shape my approach to problem-solving and decision-making?

Body Size

The physical dimensions and mass of a person's body. Such as petite, average, plus-size, or tall. including how it may effect their social interactions.

Why am I identifying the way I am for this petal?

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Ability/Disability

The capacity to perform various physical or mental activities, or the presence of conditions that limit this capacity. Such as able-bodied, hearing impairment, mobility limitations, neurodivergent, etc.

Why am I identifying the way I am for this petal?

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Immigration Status

The legal classification that determines a person's rights and residency within a country. Such as citizen, permanent resident, refugee, undocumented immigrant, etc.

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Geographic Region (Origin)

The place where a person was born or spent a significant part of their early life. Such as born in Asia, raised in Africa, or originating from the Philippines.

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Geographic Region (Current)

The place where a person currently lives. Such as residing in Toronto Canada, living in Europe, or currently in Lancaster UK.

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Sexual Orientation

A person's emotional, romantic, or sexual attraction to others. Such as heterosexual, homosexual, bisexual, asexual, etc.

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Gender

The societal roles, behaviors, and attributes a society considers appropriate for men, women, and other gender identities. Such as male, female, cisgender, non-binary, genderfluid, etc.

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Race

A social construct used to categorize people based on physical characteristics and ancestry. Such as Caucasian, Black, Asian, Indigenous, etc.

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Ethnic Group

A community of people who share common cultural traits, language, and heritage. Such as Hispanic, Han Chinese, Maori, Jewish, etc.

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Language

The system of spoken or written communication used by a particular community. Such as English, Mandarin, Spanish, Arabic, etc.

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Religion/Spirituality

The system of faith, worship, and spirituality adhered to by a person or community. Such as Christianity, Islam, Hinduism, Buddhism, etc.

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Family

The primary social unit of parents and children, and sometimes extended relatives. Such as nuclear family, single-parent family, extended family, chosen family, etc.

Why am I identifying the way I am for this petal?

What personal experiences or aspects of my life contribute to this identity? How have my upbringing, culture, or community influenced this identification? Are there specific events or milestones that have shaped this aspect of my identity? What emotions do I associate with this identity, and why?

How do I feel like this impacts the way I view the world? What types of biases may come from this viewpoint?

In what ways does this identity shape my perspectives and interactions with others? What assumptions or stereotypes might I hold because of this identity? How might my viewpoint differ from someone with a different identity in this category? How do my experiences with this identity influence my understanding of others?

How do I think it is affecting the work I do?

How does this aspect of my identity influence my professional behavior and decisions? Are there ways in which this identity helps or hinders my work? How does this identity impact my relationships with colleagues, clients, or stakeholders? In what ways does this identity shape my approach to problem-solving and decision-making?

Socioeconomic Class

The social and economic standing of an individual or group, typically measured by income, education, and occupation. Such as working class, middle class, upper class, underadvantaged, etc.

Why am I identifying the way I am for this petal?

What personal experiences or aspects of my life contribute to this identity? How have my upbringing, culture, or community influenced this identification? Are there specific events or milestones that have shaped this aspect of my identity? What emotions do I associate with this identity, and why?

How do I feel like this impacts the way I view the world? What types of biases may come from this viewpoint?

In what ways does this identity shape my perspectives and interactions with others? What assumptions or stereotypes might I hold because of this identity? How might my viewpoint differ from someone with a different identity in this category? How do my experiences with this identity influence my understanding of others?

How do I think it is affecting the work I do?

How does this aspect of my identity influence my professional behavior and decisions? Are there ways in which this identity helps or hinders my work? How does this identity impact my relationships with colleagues, clients, or stakeholders? In what ways does this identity shape my approach to problem-solving and decision-making?

Age Group

A categorization of people based on their age, often used for demographic purposes. Such as child, teenager, adult, senior, etc.

Why am I identifying the way I am for this petal?

What personal experiences or aspects of my life contribute to this identity? How have my upbringing, culture, or community influenced this identification? Are there specific events or milestones that have shaped this aspect of my identity? What emotions do I associate with this identity, and why?

How do I feel like this impacts the way I view the world? What types of biases may come from this viewpoint?

In what ways does this identity shape my perspectives and interactions with others? What assumptions or stereotypes might I hold because of this identity? How might my viewpoint differ from someone with a different identity in this category? How do my experiences with this identity influence my understanding of others?

How do I think it is affecting the work I do?

How does this aspect of my identity influence my professional behavior and decisions? Are there ways in which this identity helps or hinders my work? How does this identity impact my relationships with colleagues, clients, or stakeholders? In what ways does this identity shape my approach to problem-solving and decision-making?

Blank Petal: _____

Blank Petal Definition: _____

Why am I identifying the way I am for this petal?

What personal experiences or aspects of my life contribute to this identity? How have my upbringing, culture, or community influenced this identification? Are there specific events or milestones that have shaped this aspect of my identity? What emotions do I associate with this identity, and why?

How do I feel like this impacts the way I view the world? What types of biases may come from this viewpoint?

In what ways does this identity shape my perspectives and interactions with others? What assumptions or stereotypes might I hold because of this identity? How might my viewpoint differ from someone with a different identity in this category? How do my experiences with this identity influence my understanding of others?

How do I think it is affecting the work I do?

How does this aspect of my identity influence my professional behavior and decisions? Are there ways in which this identity helps or hinders my work? How does this identity impact my relationships with colleagues, clients, or stakeholders? In what ways does this identity shape my approach to problem-solving and decision-making?

Reflections - All Petals

How might this affect your work/the research being conducted?

Consider the ways in which your personal context might shape your research questions and approaches. Reflect on how collective and social contexts might influence the reception and impact of your work. Think about how your positionality might affect the perspectives and voices you prioritize in your work. Evaluate how being aware of your identity can help you identify potential biases in your research process.

What petals do you think were the most important and the least important to you personally?

Identify which aspects of the context (personal, collective, social) you found most relevant to your growth and why. Reflect on which aspects felt less significant and explore the reasons behind this perception.

What kind of biases do you believe could arise from this?

Consider how prioritizing certain aspects over others might lead to biases in your perspective and work. Reflect on how being aware of these biases can help you address them and ensure a more balanced approach.

Narrate and Self-Situate

This section is designed to help you explore and articulate the nuances of your identity by reflecting on each petal of the Power Flower. By writing a narrative for each aspect of your identity, you can better understand how these elements intersect and influence your life experiences. This process encourages you to consider the advantages and challenges associated with each identity, fostering greater self-awareness and empathy.

Instructions

Identify

Start by identifying how you relate to each petal of the Power Flower. Reflect on your race/ethnicity, gender, sexual orientation, age, ability/disability, religion/spirituality, socioeconomic status, education, language, and any additional identity you may have added to the blank petal.

Reflect

For each petal, ask yourself the following questions:

- Why am I identifying the way I am for this petal?
- How do I feel like this impacts the way I view the world? What types of biases may come from this viewpoint?
- How do I think it is affecting the work I do?

Write

Write a narrative for each petal, incorporating your reflections. Aim to provide a comprehensive view of how each identity shapes your experiences and interactions.

Analyze

After completing the narratives, review them to identify any patterns or intersections between different aspects of your identity. Consider how these intersections influence your overall perspective and behavior.

Example

Petal -- Socioeconomic Status

Identify

I identify as low-income

Reflect

Why am I identifying the way I am for this petal?

I grew up in a family where financial resources were always limited. My parents worked multiple jobs to make ends meet, and we often had to prioritize basic needs over other opportunities. As an adult, I still face financial challenges and remain within a low-income bracket.

How do I feel like this impacts the way I view the world? What types of biases may come from this viewpoint?

Growing up in a low-income household has made me acutely aware of the struggles associated with financial instability. It has influenced my values, such as the importance of hard work, resilience, and resourcefulness. However, I might hold biases, such as skepticism towards those who have not experienced financial hardship or assumptions about the ease of upward mobility.

How do I think it is affecting the work I do?

My background motivates me to advocate for economic equity and support for underadvantaged communities in my professional work. I strive to create opportunities and remove barriers for others who face similar financial challenges. However, I need to be cautious of any feelings of resentment or frustration that might arise from ongoing financial struggles, which could impact my interactions with colleagues and clients.

Write

Growing up in a low-income household, financial struggles were a constant part of my life. My parents' hard work and sacrifices taught me resilience and resourcefulness. As an adult, I continue to navigate financial challenges, which shapes my worldview and drives my commitment to economic equity. In my work, I focus on supporting underadvantaged communities and creating opportunities for them. However, I must be mindful of potential biases and manage my frustrations to ensure positive interactions with others.

Reflections

Understanding Intersectionality

Recognize the intricate interplay of your social identities and how they shape your perspectives.

Identifying Biases

Acknowledge biases that may have surfaced during your self-reflection. Use these insights as opportunities for growth.

Importance of Researcher Reflexivity

Understand and utilize reflexivity in your research process, recognizing how your positionality influences your work throughout the research journey

Remember, self-reflection is an ongoing process. The insights gained from this workbook are not endpoints but checkpoints. We encourage you to revisit and revise this tool periodically. Petals are never stagnant; they can change as you change, creating new biases and altering old ones. This workbook is a valuable tool to use consistently over time, allowing you to track your growth, adapt to evolving perspectives, and cultivate a deeper understanding of yourself and how you show up in the world.

Additional Resources

Here you will find the resources we referenced in the workbook as well as others that have influenced our understanding. We encourage you to dig deeper.

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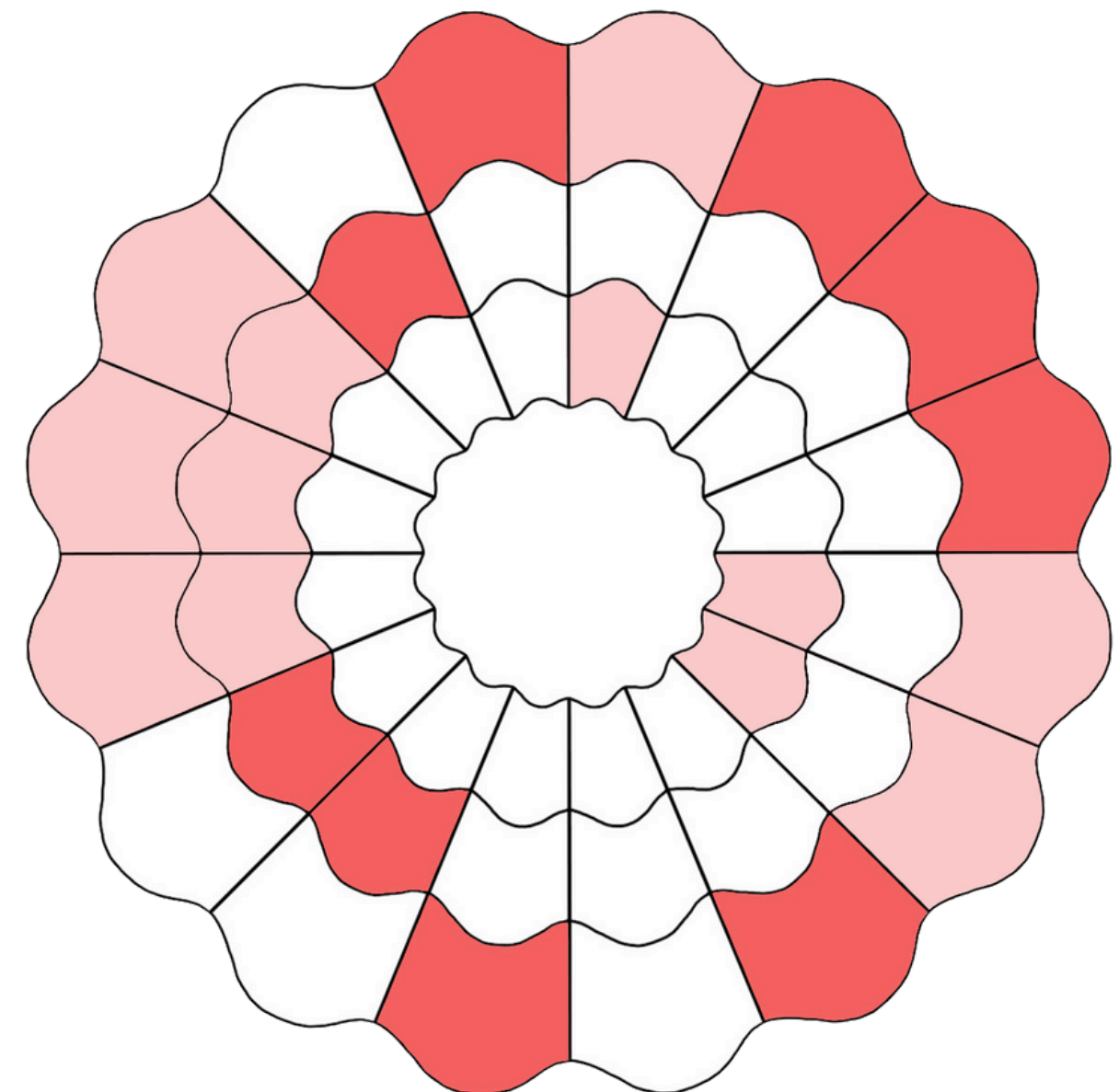
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