

What makes you, you? Your 'ICES' of diversity

ICES & Examples	Your examples
Identity groups formed by shared identities or values Ethnicity, gender, age / generation, lifestage, religion, sexuality, nationality, socioeconomic status, body type, physical abilities, clothing styles, hobbies, preferences, family relationships, political affiliation.	
Cognitive the way you think and how you communicate what you think. Your cognitive processes, capabilities and preferences. <i>Introvert vs extrovert, big picture vs detail, beliefs vs facts, structured vs flexible, communication styles, memory capabilities, feelings/people or processes/outcomes. Think of these as a continuum, not one or the other.</i>	
Experiences your lived experiences, values and traditions, positive and negative associations based on experiences, how these experiences have shaped your path and outlook	
Skills & Strengths what you bring into a situation Job roles, subject matter expertise, trades, strengths, skills.	



Why this matters: The impact of your diversity

SUCCESS METRICS / RULES / EXPECTATIONS

Each of those ICES aspects of you has rules, norms, attitudes, success metrics, behaviours, values, positive and negative associations, triggers and traditions. Some rules and norms are explicit (Muslims don't eat pork) and some are implicit or unsaid.

What are the accepted norms? What does good look like? What's discouraged?
How does this impact my expectations of others?

INTUITIVE / NATURAL

According to psychologist Daniel Kahneman, we have two systems operating in our brains:

System 1	System 2
Thinking Fast: 80 – 95% of the time <i>intuitive, fast, effortless, automatic, emotional, unconscious</i> - helps us make snap decisions based on instinct or 'gut feel.' - human nature, time and repetition builds most of our System 1 - what you can do: skills / capabilities AND what you think: stereotypes, ideas about others	Thinking Slow: 5-20% of the time <i>slower, effortful, logical, analytical, deliberative</i> - it takes more effort and energy - activated when we do something that does not come naturally and requires some sort of conscious mental exertion. - lags behind System 1

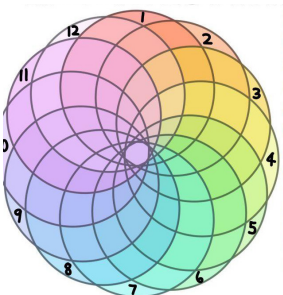
What's in your System 1 that might not be in other people's System 1?
How does your ICES shape your System 1 associations and biases?

YOUR INTERSECTIONALITY

Imagine each of our ICES descriptions as its own layer, which provides its own lens. Our experiences are shaped by our ethnicity, race, age, social class, gender, sexual orientation, etc.

Some social locations afford privilege (being white) while others are oppressive (being poor). These various aspects do not operate independently of each other...The concept of intersectionality refers to how these various aspects of social location 'intersect.'

DHILLON AND LYON, INTERSECTIONALITY, pg. 59



graphic by: @SylviaDuckworth

What layers of your ICES are most influential or important to your identity?
Which layers do other people notice about you first? What do they focus on?

Notes

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.