

WHO ARE YOU?

This workbook begins with "Who Am I?" at the top. This begins a series of identity markers. Go through and fill in the boxes with your personal identities that are applicable. There may be multiple for one box, and there is no wrong answer. Some of the things you may never have thought about before, but I encourage you to not overthink. There are some examples provided in case you feel stuck. The blank sheet is for anything not covered.

The questions at the end are things for you to reflect on after our session, as post work.

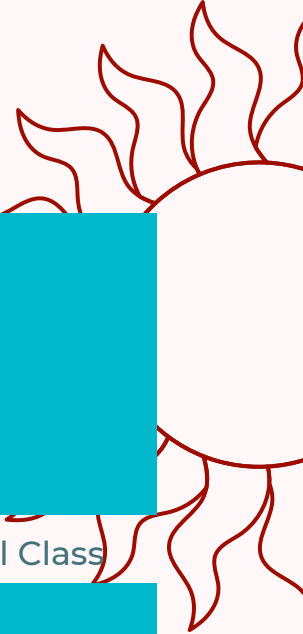


WHO AM I?

Gender

Sex

Race



Ethnicity

Sexual orientation/
attractiveness

Current Social Class

Skin Color/Shade

(Dis)Ability

Social Class Growing Up

Tribal or Indigenous
Affiliation

English Language
Orientation

Body Size/Type

Religion/spirituality/
Faith/meaning

Nation of Origin

Citizenship





WHO AM I?

Accents

Neighborhood

Current Family Role

Education

Generation in College

Family of Origin Role

Diet/Dietary Restrictions

Health

Birth Order

Political Ideology

Hair (texture/color)

Learning Style

Profession of Ancestors

Handedness

Generation in U.S.



WHO AM I?

Profession

Love Language

I? War/Military Experience

Fertility Identity

Conception History

Aesthetic/Style

Origin of Name

Trauma Survivor

Leadership Style

Self-Esteem

Addiction

Attachment Style

Involvement in justice system

Neurodiversity

Inherited Money

WHO AM I?



WHO AM I?

Here are some examples of identities if you get confused on how to respond.

Gender	Cisgender, transgender, woman
Sex	Female, male, nonbinary
Race	Black, white, API
Ethnicity	Irish, Jewish, etc.
Skin Color	White, dark, brown, caramel
(Dis)Ability	Physical, mental, able-bodied
Current Social Class	Working class, upper-middle class
Sexual orientation	Heterosexual, Gay, Queer
Religion/spirituality	Christian, Agnostic, Sikh
Nation of origin	United States of America, Mexico
Citizenship	U.S. Citizen, Dual
English orientation	First language, only, multi-lingual
Accents	Southern, international
Body size/type	Fat, thin, muscular
Education	Bachelor's, high school diploma
Generation in college	First generation in college
Role in Family	Mother, sister, comedian, rescuer
Health	Physically fit, autoimmune i
Diet/Dietary Restrictions	Keto, paleo
Neighborhood	City, suburbs
Learning style	Visual, Kinesthetic
Profession of Ancestors	Working class, lawyers
Generation in U.S.	1st, 3rd, unknown
Fertility identity	Menopausal, unable to conceive
Conception History	Conceives/d through IVF
Aesthetic	Conventionally attractive
Attachment Style	Secure, anxious
Additional	Astrological sign, athlete, feminist
Neurodiversity	Neurotypical, ADHD, autism
Love Languages	Service, gifts, touch, time, affirmation

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REFLECTION QUESTIONS: IDENTITY

These are some reflection questions. You can utilize these questions for multiple of our identities, for the ones with privilege, or the ones that impact how you show up at work the most.

- ◆ When did I first become aware of this?
- ◆ How did I first become aware of this identity?
- ◆ What customs, folklore, ceremonies, rules, etc. are associated with this identity?
- ◆ How might each identity contribute to my perspective on privilege, power, equity, and inclusion?
- ◆ How does this identity influence the way I navigate trauma?
- ◆ How does this identity shape the capacity I have to be with other people in their struggles? My judgments about others? My compassion for others?
- ◆ How is what I consider 'normal' shaped by this identity?
- ◆ How does this impact how I show up in my role?

CREATING SPACE FOR MORE AUTHENTIC EXPRESSION

If you are on the Director and Executive Level, here are some next steps that you can take to implement this information to empower others.

- ◆ A 360 degree evaluation - getting specific feedback from people on every level (including yourself) about how you're doing around this.
- ◆ A DEI Assessment - doing an honest assessment of your organization to see what the gaps around diversity, equity, and inclusion are
- ◆ Intentional celebration - how often do you celebrate your staff? What do you celebrate them for? What tangibles do the people in your organization feel? (Like time off, money, etc.)
- ◆ Self-assessment and self-exploration - you can do this with a coach, consultant, or therapist. It's important that, with the expectations you have around what your leadership looks like, you have a place to do your own exploration, so you can do the work necessary to create more space for the others in your organization.