# LEANING FORWARD

## A GUIDE FOR UNDERSTANDING SOCIAL CHALLENGES & PURSUING CULTURAL CHANGE

**O'NEILL**
SCHOOL OF PUBLIC AND
ENVIRONMENTAL AFFAIRS
Office of Diversity, Equity and Inclusion

STUDENTS
- FOR -
CHANGE

"THE HORIZON LEANS FORWARD, OFFERING YOU SPACE TO PLACE NEW STEPS OF CHANGE."

- Maya Angelou.

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# Ask Yourself:

Do you wish you knew more about the challenges facing countless communities?

Have you ever wondered what you can do to make a sustainable difference to communities in need?

## YOU CAN LEARN ABOUT A VARIETY OF PERSPECTIVES BY UNDERSTANDING FORMS OF CAPITAL

From individual to group experiences - understanding forms of capital can lead to empathetic action and systemic change!

# Forms of Capital

Sociologist Pierre Bourdieu defined the following Forms of Capital:

## ECONOMIC CAPITAL

- Money
- Salaries
- Wealth
- Income
- Generational Gifts

## SOCIAL CAPITAL

- Personal Connections
- Family Members
- Friends
- Work or Program Associates

## CULTURAL CAPITAL

- Institutionalized: Educational experience & credentials
- Embodied: Language, knowledge, culture, ability status, tastes, mannerism
- Objectified: Access to technology, books, instruments, possessions which display wealth (cars, brands, etc.)

The benefits from different
forms of capital are transferable.

Having access to some form of capital can
assure more access to others.  For example:
someone getting a well-paying job from a
friend who works at the company

SOCIAL

CAPITAL

ECONOMIC

CAPITAL
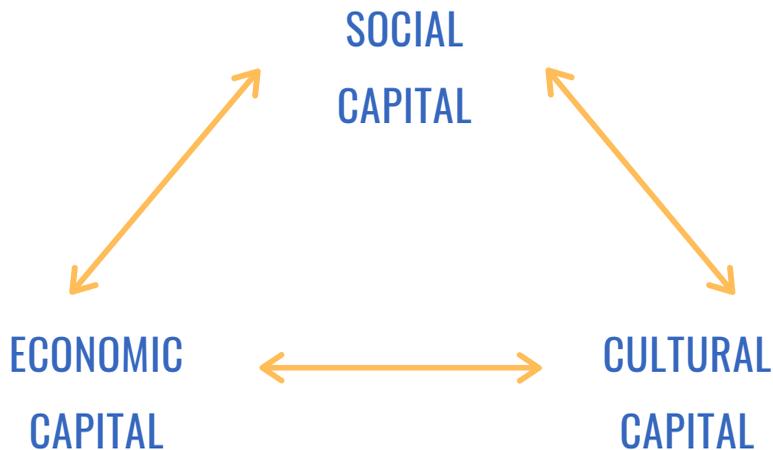
CULTURAL

CAPITAL

With increased capital in one, some, or all areas,
an individual's or community's opportunities for
success increases.

# Unequal Opportunity

Everybody has some form of privilege, whether it be from economic, social or cultural capital; however, accessibility to capital is not equal.

Accessibility to capital and opportunities to enhance capital correlate with factors including but not limited to:

- Race
- Sex
- Gender-Identity
- Sexuality
- Ability Status

- Religion
- Ethnicity
- Nationality
- Socioeconomic -status

Due to disparities of capital in all forms, some demographics are over or under represented in positions of power or influence,
including but not limited to:

Political Offices or Roles in Government

Admirable Media Representation

Business or Entrepreneurial Leadership

Fields of Interest such as Science, Technology, Engineering, Art, & Mathematics

When some populations have more access than others,

problematic assumptions can be made about populations

with less, regarding the work ethics or character

# Outcomes:

## Unequal access and problematic assumptions can lead to the following social issues:

**Bias:** A conscious or unconscious preconceived judgement of an individual based on a generalization or stereotype of their represented population

**Discrimination:** Treating individuals and groups of people differently and often worse, through language, behaviors and policies, based on generalizations assumptions of a demographic

**Microaggressions:** A statement, often with good intentions, that implies a flaw found in an individual's demographic

**Imposter Syndrome:** When individuals feel undeserving of an opportunity, often because they are part of an under-represented population

# While some problematic assumptions, behaviors and even policies may not have the worst intentions, the impact can still be harmful

|  | Behaviors or Phrases | Policy, Law, etc. |
|---|---|---|
| Explicitally Harmful to specific groups | **Overt Discrimination:** Bullying, slurs, harrassment, etc | **De Jure Discrimination:** Jim Crow Laws, Anti-LGBTQ+ policy etc. |
| Implicitly Harmful to specific groups | **Covert Discrimination:** Cultural Appropriation, Microaggressions, etc. | **De Facto Discrimination:** Red Lining, Real Estate Policy, Education Requirements, etc. |

# The Next Steps

Pursue the following actions to conitue learning, growing and making change on individual, organizational and community scales

## Personal Growth

- **Research** history, current events & human bias through books, documentaries, podcasts and journals from reliable sources

- **Attend** culturally relevant events & diversity trainings hosted by school-wide offices, professional organizations, & community groups

- **Seek** out new perspectives from diverse authors, musicians, artists, journalists, celebrities & influencers

- **Foster** new connections within your professional industry as well as social spaces

# Community & Organizational Change

- **Share** resources for educational opportunities & sanctuary spaces in person, on organization documents, and syllabi

- **Be cautious** when leading discussions on sensitive issues by providing appropriate trigger warnings & thinking holistically about how the topic may impact participants

- **Donate** time, money & resources to organizations that empower those in need & strives to make positive social change

- **Participate** in committees, public forums & focus groups that aim to pursue institutionalized change

- **Advocate** for effective policy change from your school, organization & government

# For more Resources & Information

## O'NEILL
### SCHOOL OF PUBLIC AND ENVIRONMENTAL AFFAIRS
Office of Diversity, Equity and Inclusion

Become a Diversity Ambassador! Contact: oodei@indiana.edu

Join IU's Student Organization! Contact: iustudentsforchange@gmail.com

## IU Cultural Centers

LGBTQ+ Cultural Center
Neal-Marshall Black Cultural Center
First Nations Educational & Cultural Center
La Casa/Latino Cultural Center
Asian Cultural Center

## Sources

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