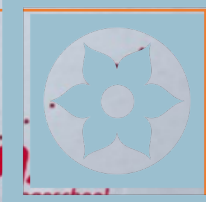


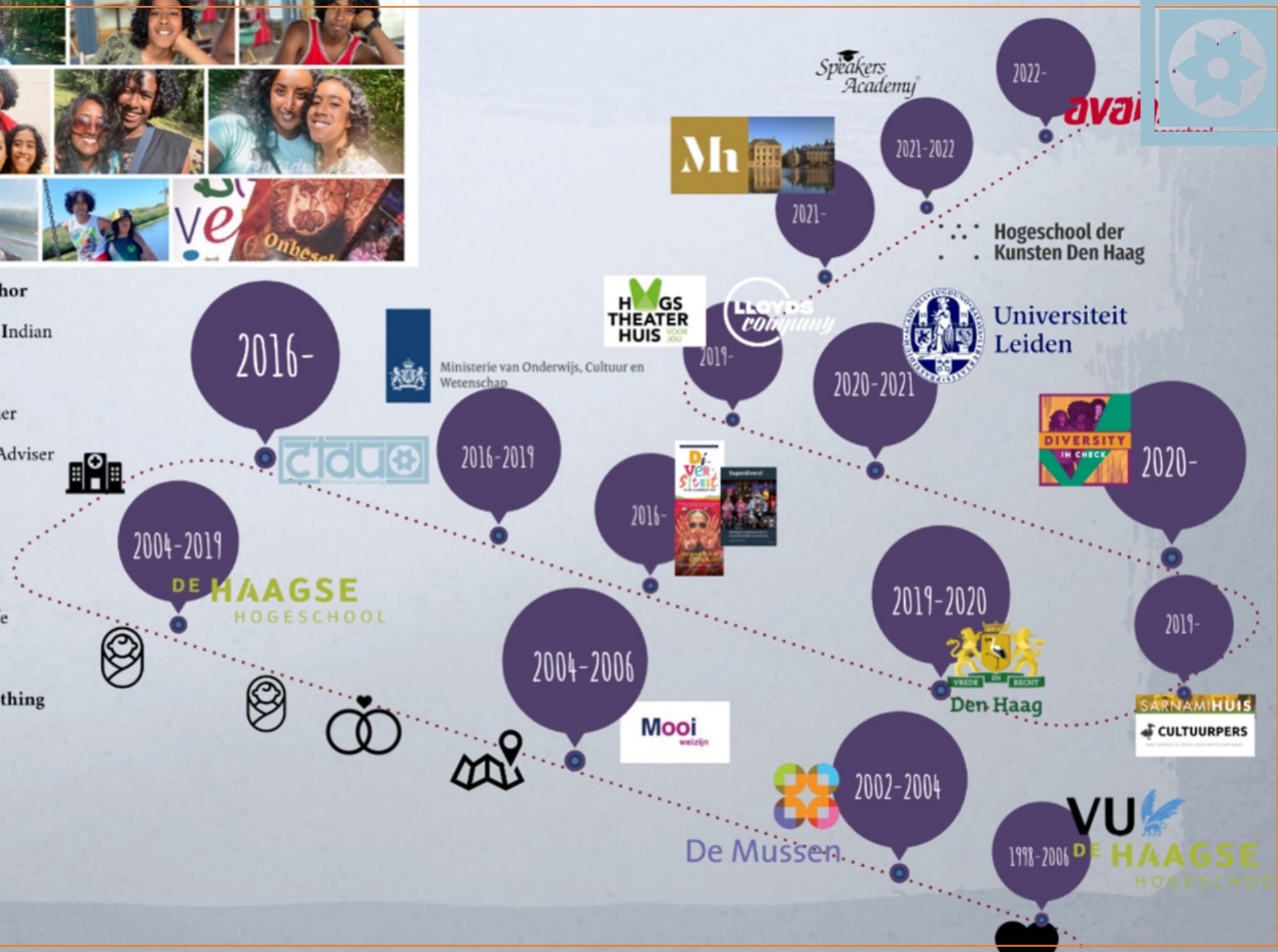
POSITIONALITY

Siela Ardjosemito-Jethoe



Mother Wife First Generation Project-leader Author
Word-artist Manager Senior Lecturer Moderator Indian
Diaspora Heritage Chairperson Board Member
Kuchipudi Dancer Team-leader Pod-caster Trainer
Policy officer Adviser Coach Columnist Board Adviser
Entrepreneur Researcher Supervisory Dutch
Board member Expert Diversity & Inclusion
Hindu Youngest of 14 siblings Cat-lover Frisian
Hiking Board Games Family & Friends Loving Life

"Not everything that is faced can be changed, nothing
 can be changed until it is faced"- James Baldwin



PROGRAM

Introduction

Part 1 What is positionality?

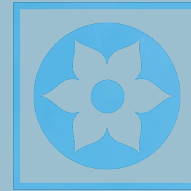
Frameworks

- Equity Diversity Inclusion
- Positionality
- Intersectionality

Positionality & The myth of neutrality

Part 2 Positionality in InterAction

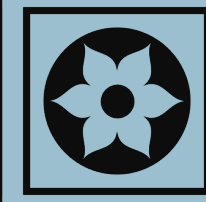
- Room for Dialogue & Questions
 - Final Thoughts
-



WHAT IS POSITIONALITY?

Siela Ardjosemito-Jethoe

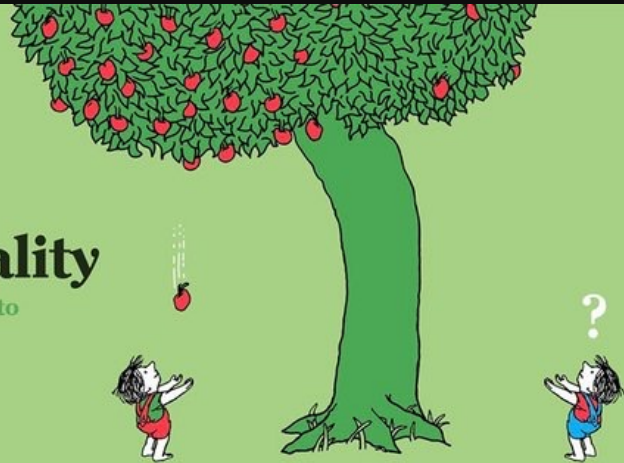




EQUITY & JUSTICE

Inequality

Unequal access to opportunities



With apologies to Shel Silverstein from @lunchbreak

2019 Design In Tech Report | Addressing Imbalance

Equity

Custom tools that identify and address inequality



With apologies to Shel Silverstein from @lunchbreak

2019 Design In Tech Report | Addressing Imbalance

Equality?

Evenly distributed tools and assistance



With apologies to Shel Silverstein from @lunchbreak

2019 Design In Tech Report | Addressing Imbalance

Justice

Fixing the system to offer equal access to both tools and opportunities



With apologies to Shel Silverstein from @lunchbreak

2019 Design In Tech Report | Addressing Imbalance

Shel Silverstein 2010, The Giving Tree



Inclusion

Thoughts, ideas and Perspectives of all individuals matter and are actively solicited

Inclusion+equity without diversity can result in over saturation of similarity, homogenous culture and simplified views

Inclusion+diversity without equity can result in the dominant group or ideology is deferred to for decision making opportunities and promotions

Belonging

An organisation that engages the full potential of each individual, where innovation thrives and views, beliefs and values are respected

Equity

Providing people with varying advantages and ability levels with recourses to allow them to fully participate

Diversity

A broad range of identities are represented in an organization

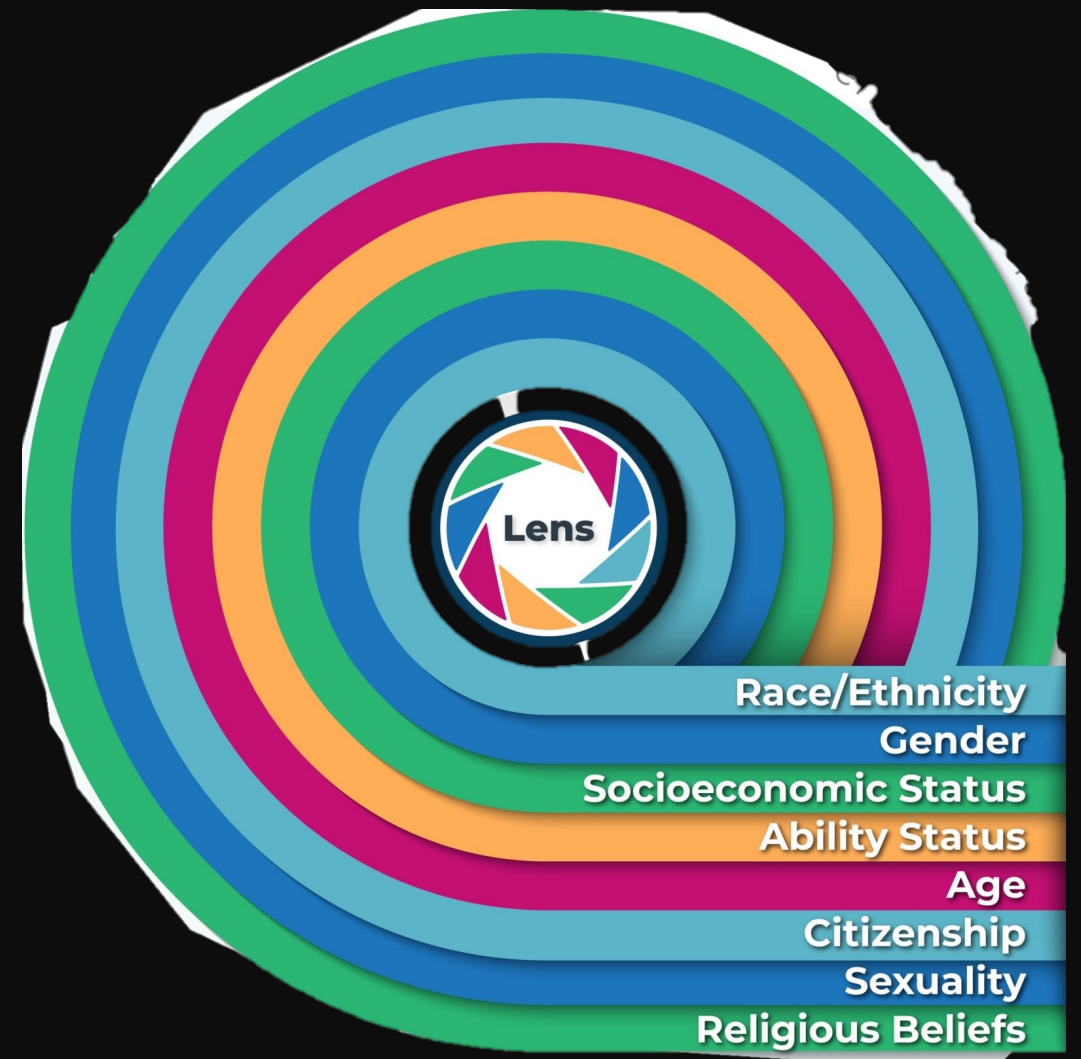
Equity+diversity without inclusion can result in cultural assimilation which can lead up to disengagement and low retention



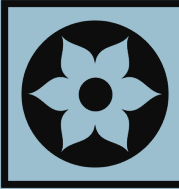
POSITIONALITY

Positionality is the social and political context that creates your identity and how your identity influences and biases your perception of and outlook on the world.

Positionality affects research, teaching, leading, policymaking, as well as common interactions.



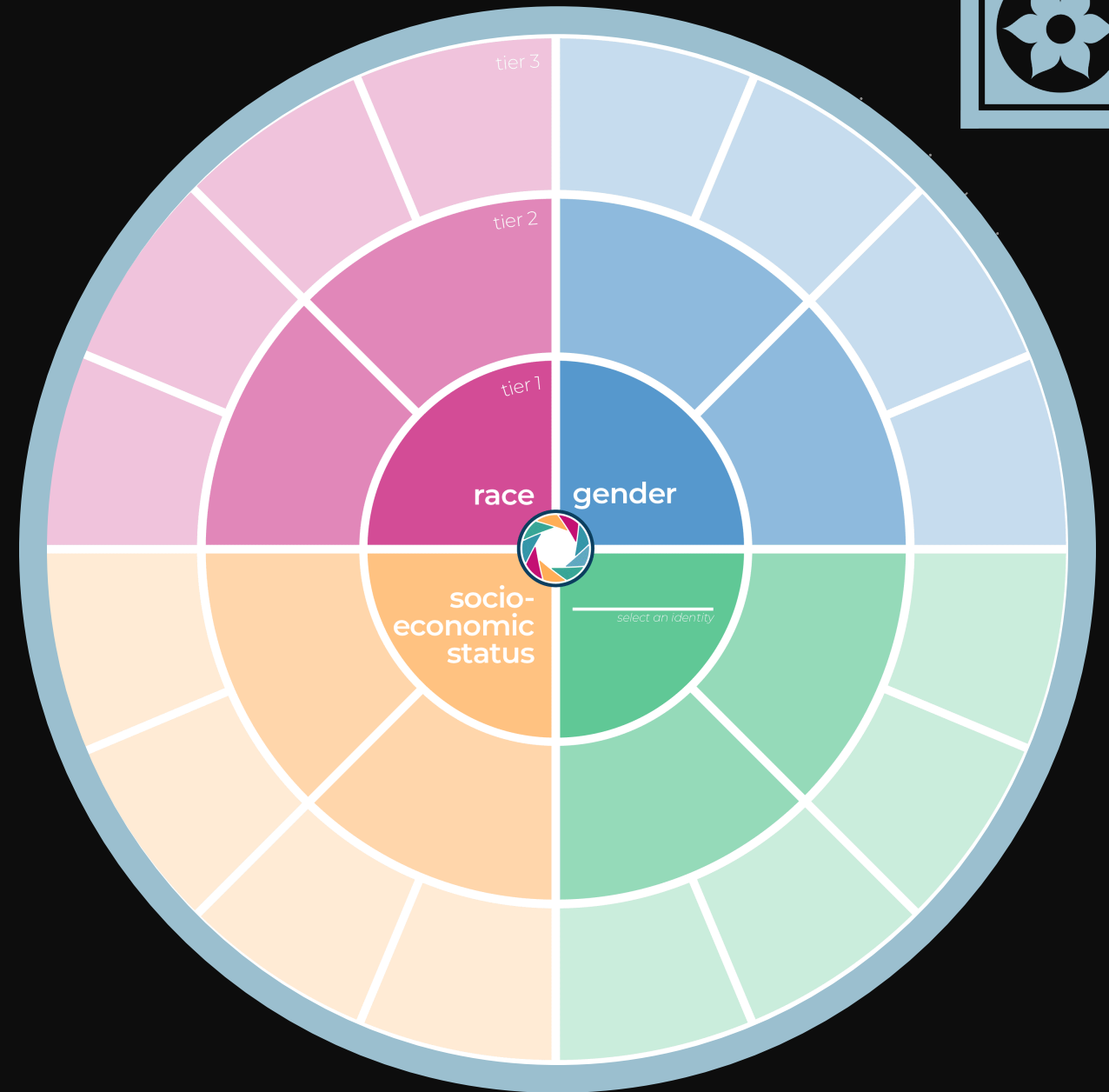
(Jacobson & Mustafa, 2019)



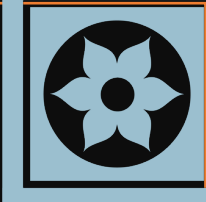
POSITIONALITY

The ways that differences in social position and power shape identities and access in society.

- All parts of our identity are shaped by socially constructed positions
- Identity influences your outlook on the world
- Understanding positionality helps us challenge our biases
- Positionality can change over time



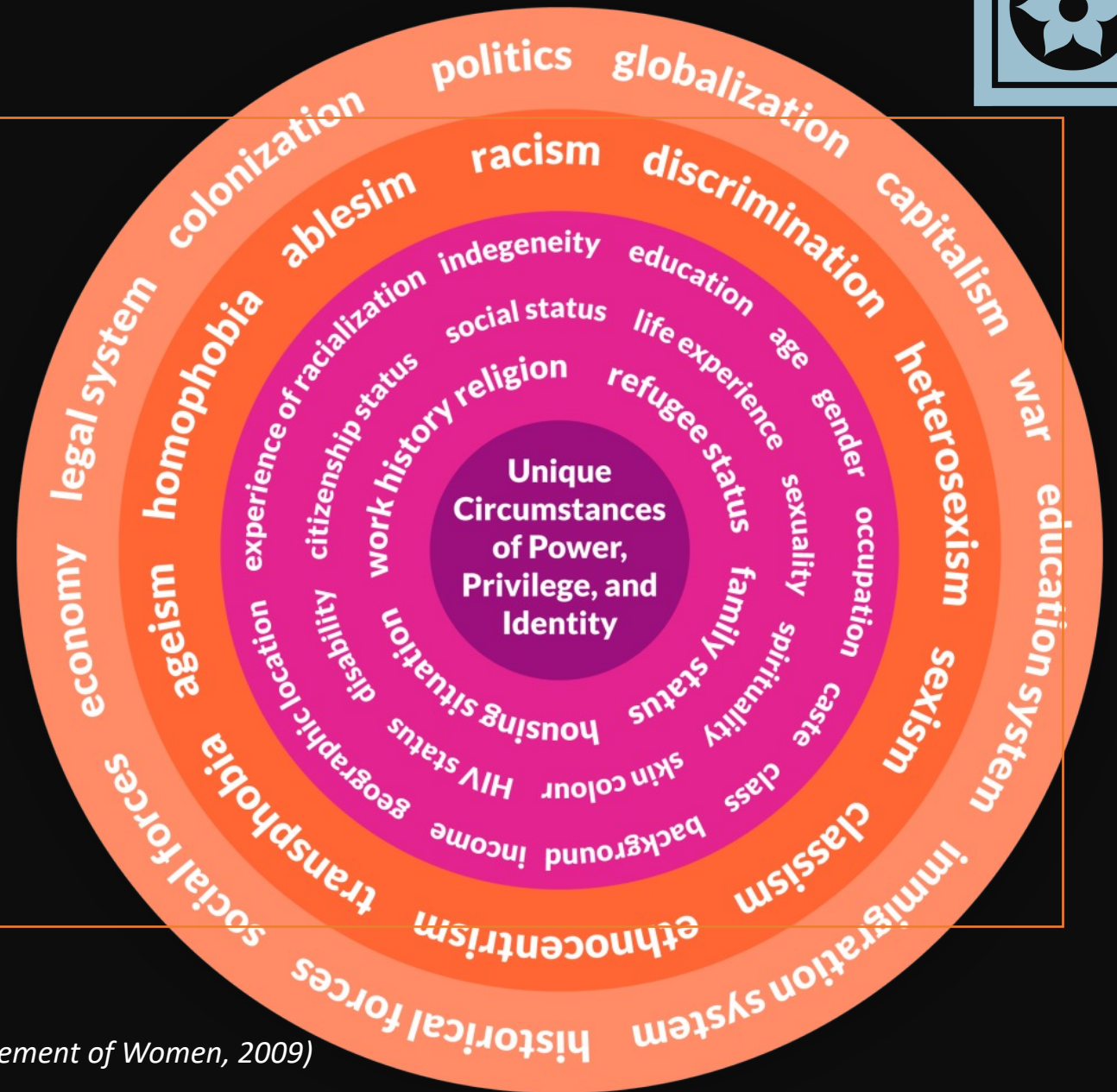
(Jacobson & Mustafa, 2019)



INTERSECTIONALITY

(Kimberlé Crenshaw, 1989)

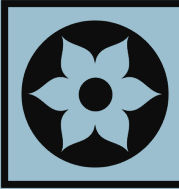
1. Individual circumstances
2. Individual identity
3. Different types of discrimination and attitudes that impact identity
4. Larger forces and structures that work together to reinforce exclusion



*Intersectionality Displayed in a Wheel Diagram,
(adapted from the Canadian Research Institute for the Advancement of Women, 2009)*

POSITIONALITY & THE MYTH OF NEUTRALITY

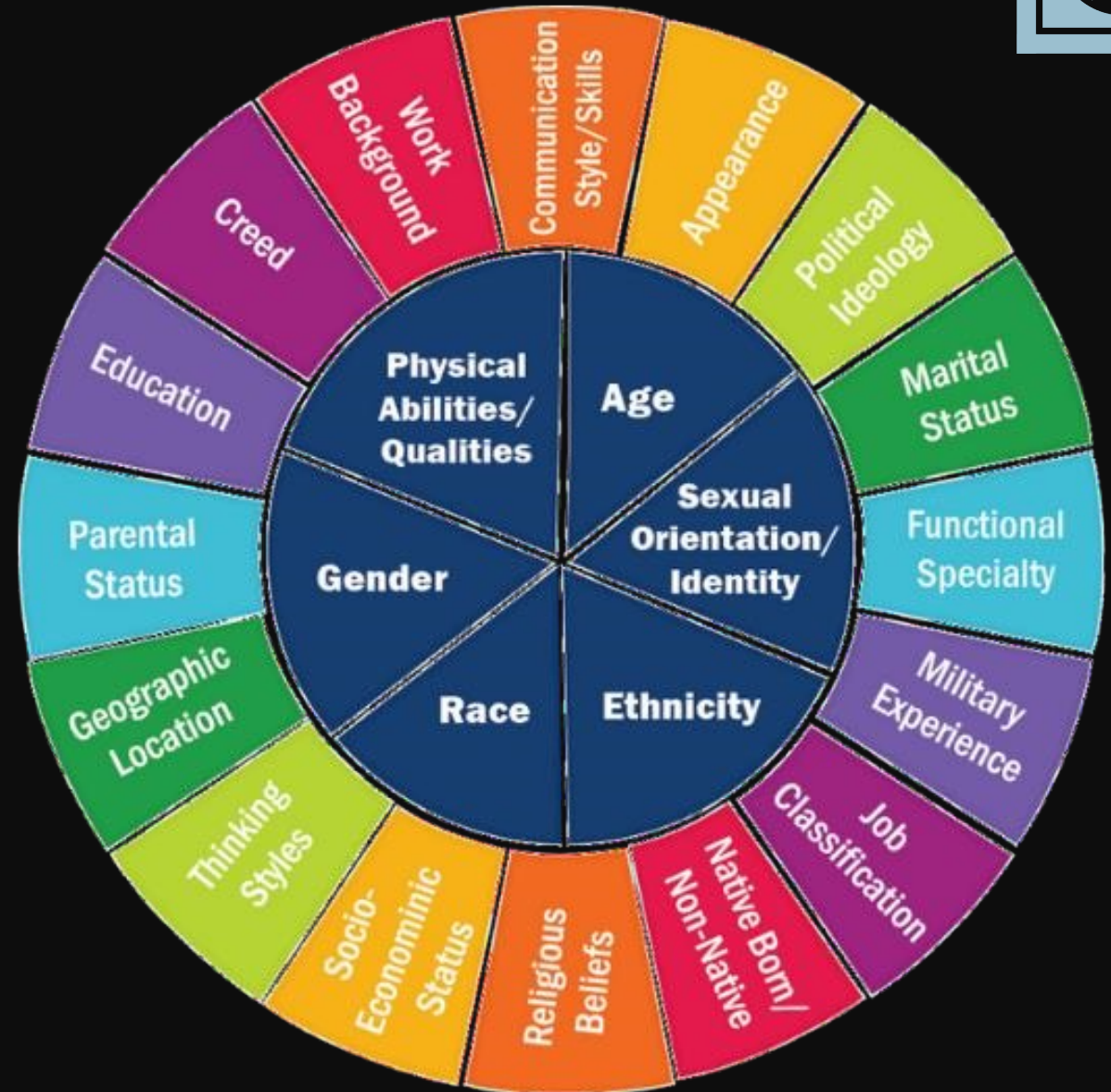




POSITIONALITY

There are a multitude of identities within the social and political context that inform our positionality.

1. It's impossible to reflect on positionality without considering privilege.
2. Identifying your social identities is just the first step.
3. After that, you must reflect on how that identity impacts your life, and what that means to you.



DER MÜDE TOD



Reflection

How did this production come about?

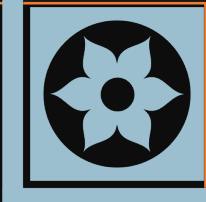
Who was involved to ensure multi-voicedness?

Why was no thought given to the reproduction of stigmas etc. in the first place?

Why was a different choice made later and what made that choice urgent?

Was the final adjustment adequate?





ICONS





ICONS



Reflection

How did this production come about?

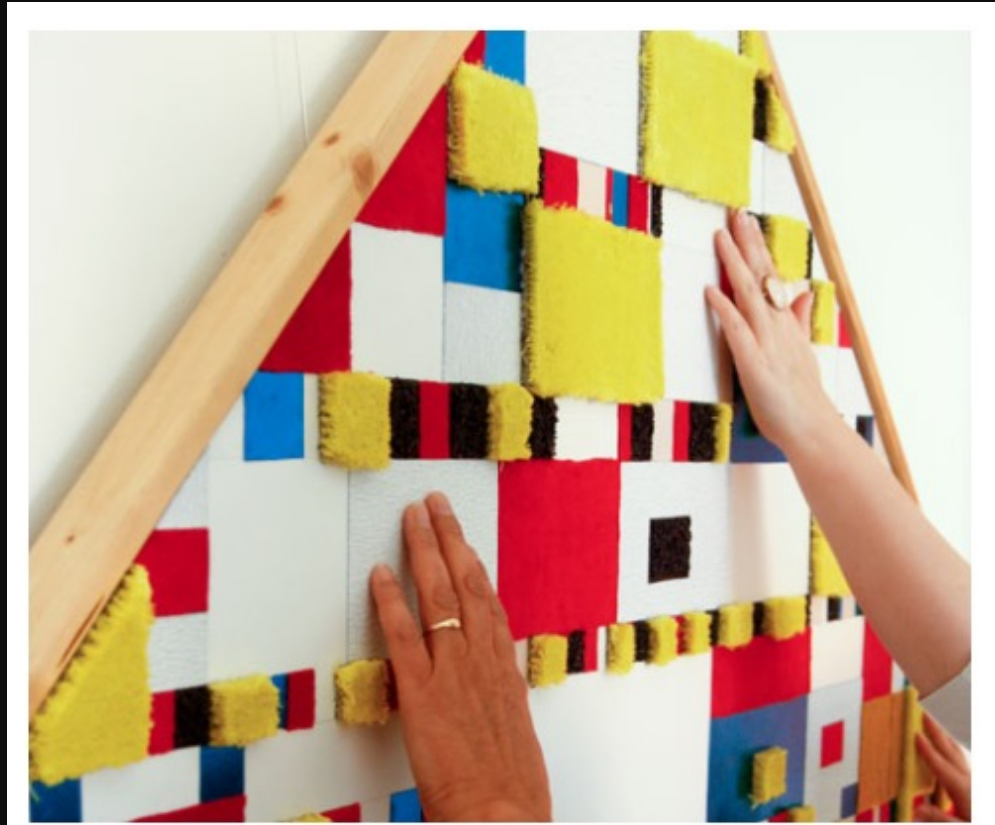
Who was involved to ensure multi-voicedness?

How come the representation was a part of the construct?



ACCESSIBILITY

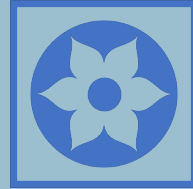
Taktila: Sensing colors



POSITIONALITY IN INTERACTION

Siela Ardjosemito-Jethoe

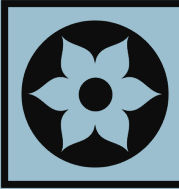




DIALOGUE

- Listen with respect
- Withhold judgment
- Ask to understand
- Acknowledge different opinions
- Speak from the self





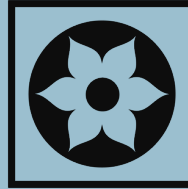
ROOM FOR REFLECTING

What do I need to know about my positionality in relation to my work?

How does positionality influence my professional out take on curating work, my ideas on quality, the chosen subject of the exposition, exhibition, the art and/or artform?

What steps do I need to take to be able to take this into consideration?





POSITIONALITY STATEMENT

- Who am I in relation to this exposition etc.?

How does who I am affect

- how I approach this topic?
- my interaction with the topic?
- the manner that I conducted this research?

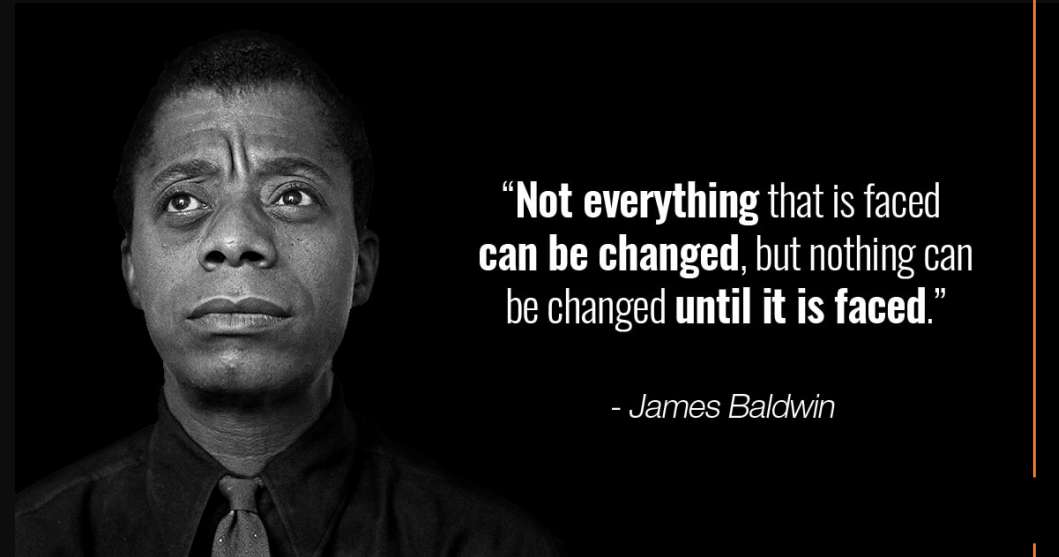
What have I done to

- account for,
- acknowledge, and/ or
- mitigate my influence on this research?





FINAL THOUGHTS



“Not everything that is faced
can be changed, but nothing can
be changed **until it is faced.**”

- *James Baldwin*