

Practicing Reflexivity Worksheet

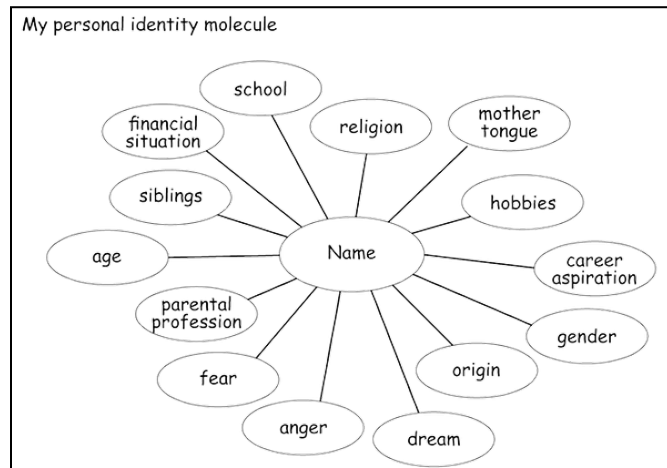
The following activity is designed to accompany the module “Practicing Reflexivity.” Use this worksheet to reflect on how your individuality may influence your decisions, whether as an engineer or person going about their day to day business.

- Match the word with its definition.

Objective	Positionality
Reflexivity	Subjective

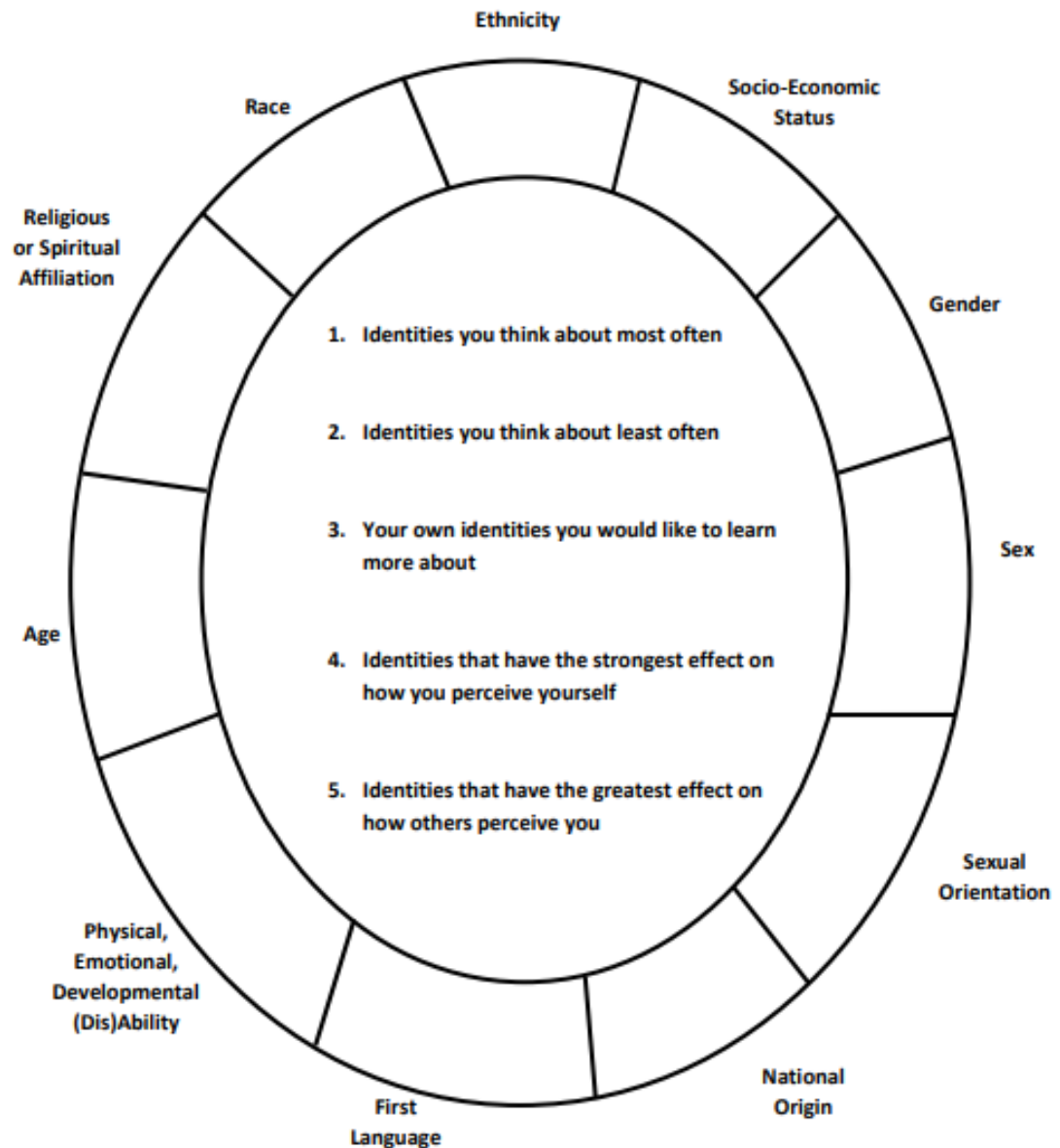
Term	Definition
	“examination of one’s own beliefs, judgments and practices during the [design] process and how these may have influenced [decision making]”. (Warwick)
	(1) “the notion that personal values, views, and location in time and space influence how one understands the world. In this context, gender, race, class, and other aspects of identities are indicators of social and spatial positions and are not fixed, given qualities” (SagePub), (2) “refers to how differences in social position and power shape identities and access in society” (CTLT Indigenous Initiatives).
	(1) “expressing or dealing with facts or conditions as perceived without distortion by personal feelings, prejudices, or interpretations” (Merriam-Webster). It is not realistic to expect 100% objectivity, but awareness of our subjectivity can help us strive for objectivity.
	(1) characteristic of or belonging to one’s perceived reality (Merriam-Webster)

- Create your personal identity molecule.** Get as creative as you like in the creation of your molecule! See the example below of a personal identity molecule to help get you started. Add your own elements so you can capture the essence of what makes you, you. Some examples include abilities, strengths, basic needs, and values. You do not have to share this molecule with anyone else. This is simply for you to begin your process of reflection.



3. **Complete the Social Identity Wheel Worksheet.** (Direct Link to worksheet: <https://drive.google.com/file/d/1w7yo6ljyS0pnvEO-BOrE7Aohmaa9n5Jf/view>).

Adapted for use by the Program on Intergroup Relations and the Spectrum Center, University of Michigan. Resource hosted by LSA Inclusive Teaching Initiative, University of Michigan (<http://sites.lsa.umich.edu/inclusive-teaching/>).



Social Identity Groups

Social identity groups are based on the physical, social, and mental characteristics of individuals. They are sometimes obvious and clear, sometimes not obvious and unclear, often self claimed and frequently ascribed by others. For example, racial groupings are often ascribed as well as self-claimed. Government, schools, and employers often ask an individual to claim a racial identity group or simply ascribe one to an individual based on visual perception. Other social identities are personally claimed but not often announced or easily visually ascribed such as sexual orientation, religion, or disability status.

For the purpose of this self-examination please identify the memberships you claim or those ascribed to you. Below are examples of social identity groupings. Since issues of social identity often are the basis of much social conflict, it is reasonable to expect that even the terms we use to describe them may cause disagreement. So feel free to use your own preferred terms for the material below.

Examples (Feel free to use your own language for your identities.)

Gender: Woman, Man, Transgender, Post-Gender

Sex: Intersex, Female, Male

Race: Asian Pacific Islander, Native American, Latin@, Black, White, Bi/Multiracial

Ethnicity: Irish, Chinese, Puerto Rican, Italian, Mohawk, Jewish, Guatemalan, Lebanese, European-American

Sexual Orientation: Lesbian, Gay, Bisexual, Pan-Attractional, Heterosexual, Queer, Attractionality, Questioning

Religion/Spirituality: Hindu, Muslim, Buddhist, Jewish, Christian, Pagan, Agnostic, Faith/Meaning, Atheist, Secular Humanist

Social Class: Poor, Working Class, Lower-Middle Class, Upper-Middle Class, Owning Class, Ruling Class

Age: Child, Young Adult, Middle-Age Adult, Senior

(Dis)Ability: People with disabilities (cognitive, physical, emotional, etc.), Temporarily able-bodied, Temporarily disabled

Nation(s) of Origin and/or Citizenship: United States, Nigeria, Korea, Turkey, Argentina

Tribal or Indigenous Affiliation: Mohawk, Aboriginal, Navajo, Santal

Body Size/ Type: Fat, Person of Size, Thin

Marginalized Group: social identity groups that are disenfranchised and exploited

Privileged Group: social identity groups that hold unearned privileged in society

4. Now that you have completed the Social Identity Wheel activity, **consider the following questions:**
- How are your personal characteristics sources of power and privilege, or, alternatively, marginalization and disadvantage?
 - Which identities help you to realize issues of justice in engineering?
 - Are there ways your identities may keep you from realizing issues of justice in engineering?
 - What does the recognition of the power that you have mean for your work?
5. **Write a reflexivity statement.** *Remember:* Reflexivity statements are often context-specific. If you have a project in mind, the following prompts can help you draft a reflexive statement. If you do not have a project in mind, think about the last time you were working on a team project and use that context.

Writing prompts:

- Think back to the components of your identity that you selected using the Identity Wheel.
- Do your primary identities overlap with the people you're designing for/with?
 - If not...
 - Have you previously considered that there may be limitations to your is a barrier?
 - How might this complexity cause you to make assumptions that are inaccurate?
 - What are some of the ways you can center the perspectives and voices of people with the least power?
 - If so...
 - How can your experiences help you to give voice to those whose voices are typically not represented in decision making?
 - How does your individual experience seem to converge and diverge from the people you're designing with/for?
 - How might this complexity cause you to make assumptions that are inaccurate?

Tips

- Write a more detailed version for your personal reflection and edit a public-facing version that only includes the information you feel comfortable sharing.
- Yet, one person cannot completely capture the complexity of addressing justice. We need each other. Who can you team up with to identify and address issues of social justice? How will you share power as you design and engineer?