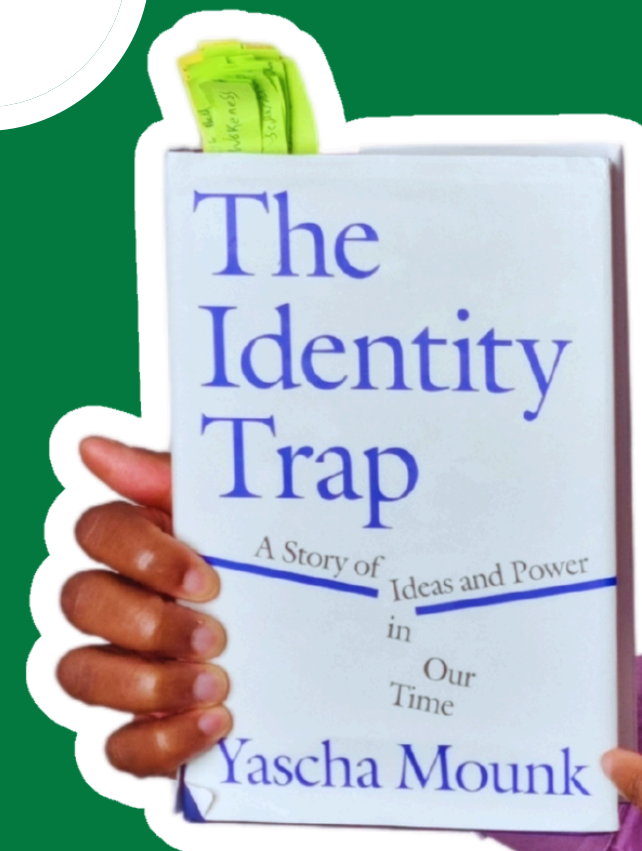


# 3 Key Takeaways from **The Identity Trap**

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# 1. Treating people based on broad identity labels can make things worse for everyone

Reinforcing divisions can cause us to miss out people who need support and wrongly treat people with that identity who need something different. I.e. supporting refugees based on nationality, or creating exclusive advocacy groups.



Do your categories prevent people from accessing support based on their identity as much as it ensures support for other identities?

## **2. Flaws in our current structures does not mean they should be burned or abandoned**

Even imperfect efforts carry benefits; understanding their benefits and harms allows for meaningful improvements. Systemic change does not need to be destructive; instead, reflection and collective adaptation foster inclusive progress.



How do you ensure that as change happens, the good is identified and carried forward?

### **3. Different and at times opposing views must be able to co-exist**

We must model free speech, open discussion, and meaningful challenge—where principles of justification and learning thrive above punitive exclusion. This will provide a foundation for co-existence, rooted in our shared principles and commonalities.



When divisive or harmful views arise in your community, how do you model inclusivity, principled disagreement, and honor difference?

 Do any of these takeaways  
resonate with you?

Share your experience in the  
comments.

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