



Overcoming “Othering”: Radical Inclusion and Authenticity

Presentation Description: As America grapples with the effects of a worldwide pandemic, we can’t lose sight of the ever-present need to get past “Othering” of humans because of their skin color, ethnicity, LGBTQ status, gender, religion or the many other artificial ways that we separate ourselves from one another, even when it comes to labeling a virus.

On top of that, there’s a particular group of humans—transgender persons—who have the distinction of knowing what it’s like to literally step into the shoes of someone else, and in the process, assume the label of “Other.”

Overcoming Othering is an innovative training that provides fresh perspective on how to get past the human tendency to group and label humans and assign them singular identities. Additionally, using transgender people as an example of how humans become “Other” simply by virtue of living authentically, the training addresses how understanding the power of authenticity can be a vehicle to foster greater inclusivity.

Why this Presentation Works: As a transgender woman who doesn’t “pass” 100 percent for female because of her deep voice, Ellie Krug is particularly well suited to talk about what it means to be “Other” in today’s America, especially at a time when health fears predominate. Indeed, at present, some in America share the idea that “Other” is the cause of our health crisis (and other ills).



Learning Objectives:

1. The value of human inclusivity (e.g. the extent to which a human feels that they “matter” to other humans) based on an understanding that we must consciously work to not allow our internal categorizing or labelling of people to marginalize humans who are “Other.” Instead, we must consciously work to view everyone as “human” with a need for dignity and a desire to be “seen.”
2. Defining human authenticity and reminding that the need to live authentically often is mistaken for other things—a “choice” to be different; an unwillingness to “go along” or to “work like the rest of us.”
3. Appreciating that all humans share certain core key commonalities (which Ellie describes as “The Four Commonalities”).
4. Understanding the basics of what it means to identify as transgender or nonbinary and some of the challenges this collective community endures due to governmental and religious institution actions.
5. Increase awareness of human empathy and compassion for others and for one’s self.
6. Understanding that we’re each struggling to survive the Human Condition and being reminded that no one can judge another’s struggle simply by how “they” appear or present.

Mechanics: This is a virtual, online training via Zoom. Ellie doesn't use a PowerPoint, and thus, she presents directly to participants. All participants will be provided with a handout in advance of the training. Participants will be afforded an opportunity to ask questions; in some instances, participants may be able to share in smaller groups.

Technical Needs: This presentation requires prior download of the Zoom video chat app. (<https://zoom.us/>)

Duration: 150 minutes.



For additional information contact:

Ellen (Ellie) Krug
elliekrug@gmail.com
319-360-1692

www.elliekrug.com
www.humaninspirationworks.com
Book website: www.gettingtoellen.com

A Brief Bio for Ellie Krug: In 2009, when she was a civil trial attorney in Cedar Rapids with 100+ trials, Ellen (Ellie) Krug transitioned from male to female; she later became one of the few attorneys nationally to try jury cases in separate genders. The author of *Getting to Ellen: A Memoir about Love, Honesty and Gender Change* (2013), Ellie has trained on diversity and inclusion to court systems, law firms, Fortune 100 corporations, and colleges/universities on more than 800 occasions. A hopeless idealist, Ellie has presented her inclusivity training, Gray Area Thinking®, across the country. In 2016, *Advocate Magazine* named Ellie one of “25 Legal Advocates Fighting for Trans Rights” and in 2019, *OutFront Minnesota* conferred Ellie its Legacy Award. She is also a monthly columnist for *Lavender Magazine* and a weekly radio host on AM950 radio. Her monthly e-newsletter, *The Ripple*, reaches nearly 9500 readers and can be found at www.elliekrug.com . Ellie presently lives in Minneapolis and is the founder and president of Human Inspiration Works, LLC (www.humaninspirationworks.com).

Copyright 2020 © Ellen Krug
This document may not be reproduced or copied without the express permission of
Ellen Krug. All rights reserved