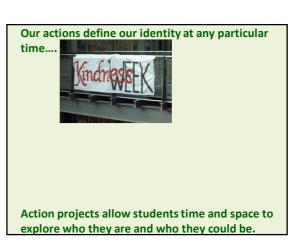


"The identity work that people do is not most usefully understood as primarily an 'internal' self-focused process.

Instead, it is better understood as a coming together of inward / internal self-reflection and outward / external engagement - through talk and action - with various discursively available social identities." (Watson, 2008)









Key individual processes were evident:

- Engaging with sustainability discourse over time increases level of comfort
- Internal struggle to position contrasting identities (ordering and separating)
- Not me positions (anti identity)...

A student reflected:

"On the topic of sustainability I have worked through a cycle of feelings and opinions relating to environmental issues, which resembles the grief process. Firstly, I was in denial. Secondly the reality of the inherent destructive nature of man hit me as I examined the evidence. Thirdly, I reflected on whether there was hope that education would be beneficial. Finally, I reasoned that I have a moral obligation to attempt to make a difference in protecting our environment"... Step 5 is ACTION...

A student reflected:

"If my neighbour is driving to work then why shouldn't I? ... If my brothers are flying around the world having big adventures, why can't I? ... These last couple of years of study have really increased my awareness of the environment, however ... I am not willing or prepared to make any changes in the way I live that requires any extra effort on my part, especially if my efforts are not noticeable and are insignificant from society's point of view"



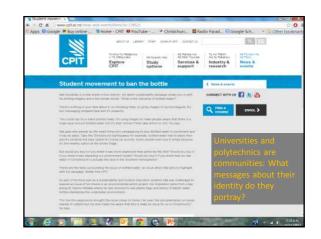
What is the role of community?

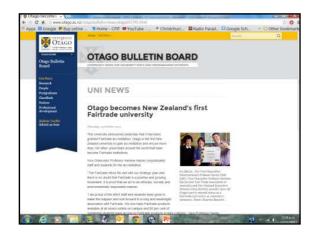
- Shared beliefs & a sense of 'we-ness' helps shape individual identity (Saunders, 2008)
- Individuals move between positions of 'in-group' (advocating sustainability) and 'out-group' (protecting the status quo)
- Social validation through acceptance of group actions leads to <u>solidarity of the group over the wider organisation or society</u> (allowing radical behaviours to be normalised)



















There are many available ways an individual can present themselves to the world:

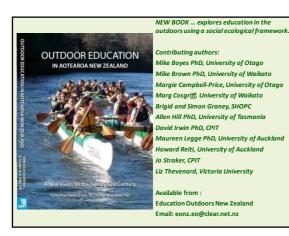
- A strong community sustainability identity encourages individuals to strengthen their own position to reduce alienation (Porter, 2005)
- Community identity allows individuals to feel loyal
- •Individuals and groups seek validity

There are many stories interpreting the world available to the individual:

- Organisations (e.g. schools) signal the importance of sustainability through strategic policy formation, institutional processes, and regulation
- These create opportunities for the resonance of students and staff with the school's framing of sustainability

Reflections on identity:

- Communities create a sense of belonging and alleviate feelings of loss
- Affirmative actions create opportunities to explore identities
- Change is difficult in strongly valued social contexts
- Incremental changes in individual and organisational identity lead to weak sustainability
- Time is a critical factor identity processes take time ... but we don't have much of that...



Key resources used:

Alvesson, M., Ashcraft, K. L., & Thomas, R. (2008). Identity matters: Reflections on the construction of identity scholarship in organization studies . *Organization* 15(1): 5-28.

Ashford, M. (1997). The power of one. Trumpter 14(1) [iuicode:http://www.icaap.org/iuicode?6.14.1.2] Chapman, D. (2004). Sustainability and our cultural myths. Canadian Journal of Environmental Education, 9, 92-108

Cardno, C., & Piggot-Irvine, E. (1994). Action research – The key to successful management training in schools. Paper presented at the NZARE, Christchurch, New Zealand.

della Porta, D. & Diani M. (2006). Social movements: An introduction. Malden, MA, USA, Blackwell Publishing.

Guba, E. G., & Lincoln, Y. S. (2005). Paradigmatic controversies, contradictions, and emerging confluences. In N. K. Denzin & Y. S. Lincoln (Eds.), The Sage handbook of qualitative research (3rd ed., pp.191-215). Thousand Oaks, CA: Sage

Jensen, B. B. & Schnack, K. (1997). The action competence approach in environmental education. Environmental Education Research, 3(2), 163- Retrieved from EBSCO host database.

Porter, T. B. (2005). Identity subtexts in the discursive construction of sustainability [pdf]. *Electronic Journal of Radical Organisation Theory* 19(1): 1-14.

Saunders, C. (2008). Double-edged swords? Collective identity and solidarity in the environmental movement." The British Journal of Sociology 59(2): 227-253.

Watson, T. J. (2008). Managing identity: Identity work, personal predicaments and structural circumstances. *Organization* 15(1):121-143.