

What's Identity Got to Do With It?: Discussing Intersectionality in 2021

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ACT for Youth
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Introductions

In the chat box, please put the following:

- ✓ Name
- ✓ Pronoun
- ✓ Organization



HOUSEKEEPING

Experiencing delays?

Try closing out the other programs running on your computer inc. turning off your video.



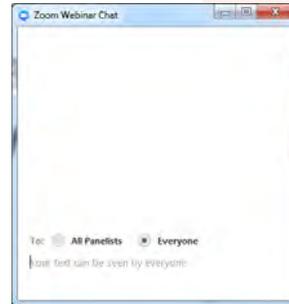
Audio

You control the volume. Please mute yourself during the presentation.



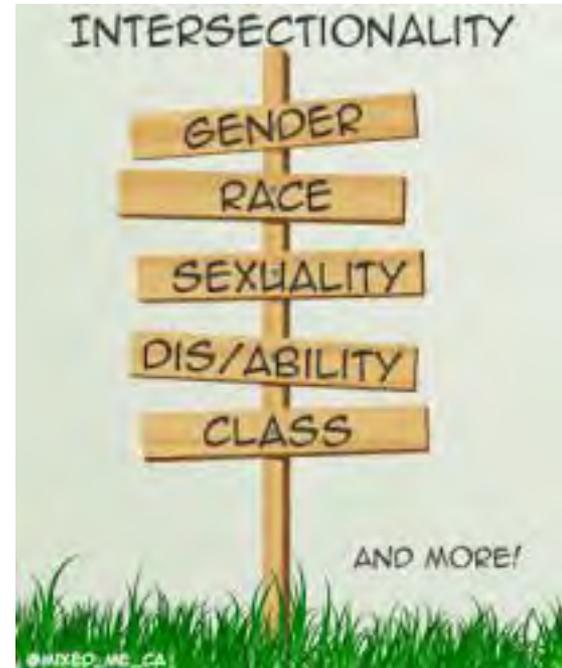
Questions/Comments

Use chat function to post a **public** comment to the group **OR** a **private** question to the host.



AGENDA

- ✓ Welcome/introductions
- ✓ Intersectionality Overview
- ✓ Relationship between intersectionality and our work
- ✓ Strategies for application of an intersectional approach



Group Agreements

- ✓ Respect
- ✓ Be Open-minded
- ✓ Be Mindful of Your Intention & Own Your Impact
- ✓ Right to Pass/Voice by Choice



What is Intersectionality?

- Intersectionality is a concept that describes the ways in which oppressive institutions (e.g. racism, sexism, homophobia, etc.) are interconnected and cannot be examined separately from one another.
- Simply put, people's social identities can overlap (or intersect) creating compounding experiences of discrimination



- It was first coined by Columbia University Law Professor, Kimberlé Crenshaw, in 1989.
- By 2015, it was added to the Oxford Dictionary with its importance increasingly being recognized in the world of women's rights as well as in area of diversity, equity and inclusion.



What do intersectional lives look like?

Bayard Rustin



Serena Williams



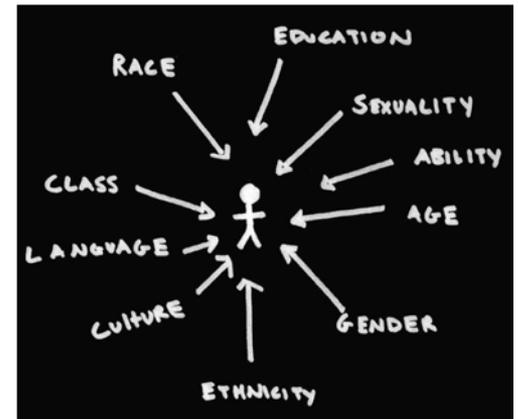
Margaret Cho



What is an Intersectional Approach?

An **intersectional approach** is a way of working with individuals (& groups) that:

- Recognizes the various layers of their identity
- Acknowledges historic or systemic discrimination associated with different identity groups which impacts access to opportunities.
- Incorporates this knowledge in services, programs, plans & policies that impact the individual/group.





**There is no such thing as
a single-issue struggle
because we do not live
single-issue lives.**

Audre Lorde

Videos

- Kimberlé Crenshaw: What Is Intersectionality? (From the National Association of Independent Schools) - <https://youtu.be/ViDtnfQ9FHc>
- What is Intersectionality and Why Is It Important - <https://youtu.be/3qhadch9oDo>



Video Processing

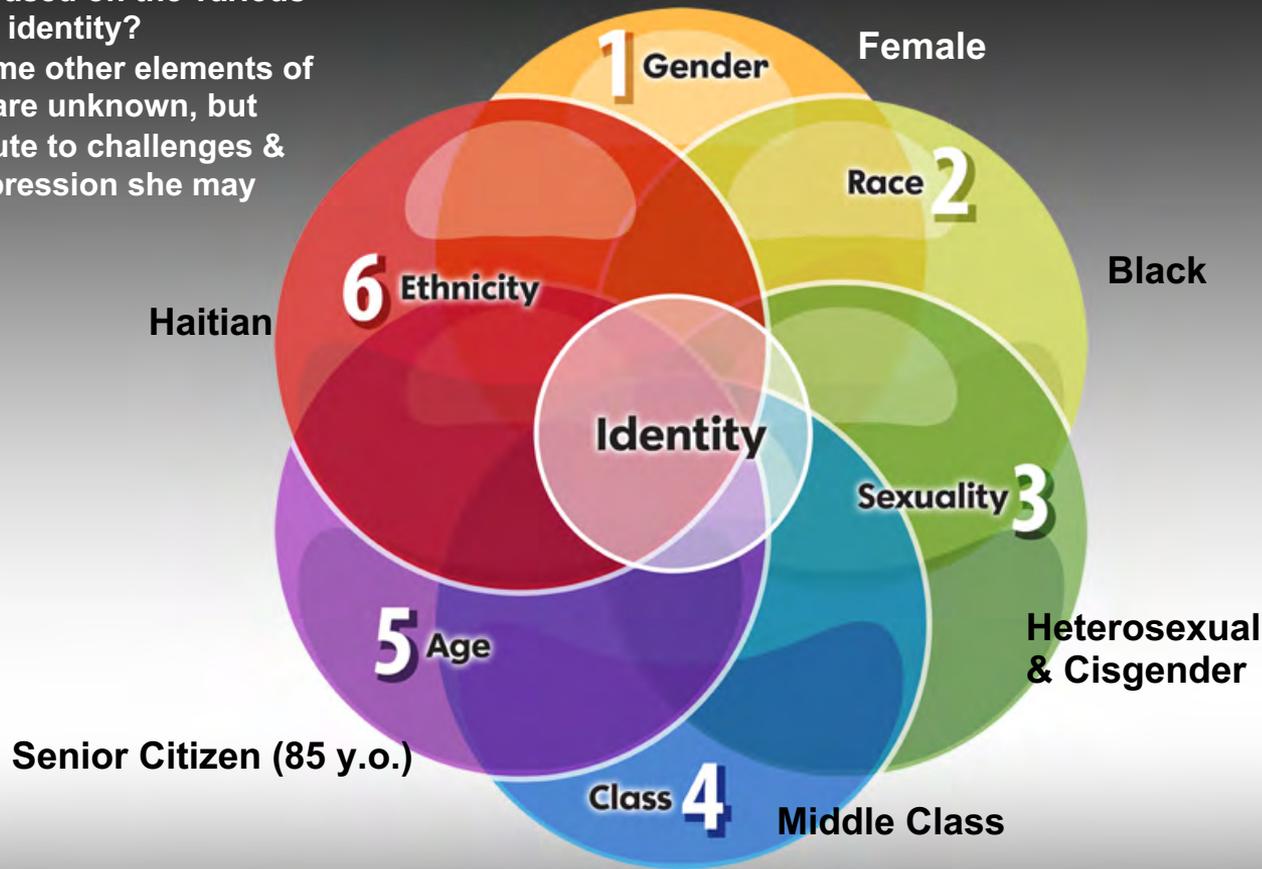
- ✓ Initial thoughts about the videos?
- ✓ What did you think about the examples of intersectionality given in the 2nd video?
- ✓ Can you think of other examples of intersectionality (e.g. in healthcare, education, the legal system, the workplace, etc.)?



Example of Intersectionality



- What issues might she experience based on the various layers of her identity?
- What are some other elements of her identity that are unknown, but may contribute to challenges & levels of oppression she may experience.



Example - Michele's Mom

Chat or Type Questions:

How does all of this relate to our students?

Is intersectionality something that we need to be mindful of when working with youth?



Chat or Type Question:

How can we, as practitioners, apply an intersectional approach to our work with youth?



Strategies for Implementing an Intersectional Approach into Our Work

- ✓ **Acknowledge Multiple Struggles:** Recognize that there are multiple forms of systemic discrimination that block people from realizing equal opportunity in the United States.
- ✓ **Intersecting Oppressions:** Appreciate that forms of systemic discrimination intersect with each other and present unique challenges for affected individuals and communities.
- ✓ **Voice:** Respect the voice of those most affected by issues by centering their voices, respecting their goals for their communities, and stepping aside and allowing them to serve as spokespeople for their own causes.
- ✓ **Inclusivity:** Be inclusive and incorporate different perspectives when talking about issues.
- ✓ **Families:** Acknowledge that individuals with intersectional identities may face unique challenges in how their families are perceived and in building and sustaining their families.

Strategies for Implementing an Intersectional Approach into Our Work

- ✓ **Disaggregated Data:** Ensure that data collection does not overlook the experiences of individuals with intersectional identities.
- ✓ **Intersecting Issues & Cross-Issues:** Be open to thinking creatively about social justice issues, assessing how issues connect with seemingly unrelated topics, and considering how they may have unintended consequences for other areas.
- ✓ **Collaboration:** Strive to collaborate with people and/or provide resources for people from different communities, issue areas, and sectors to promote transformative change.
- ✓ **Health:** Consider how discrimination and systemic inequality contribute to differing health outcomes and block access to healthy food, clean water, and fresh air.
- ✓ **Community:** While working in collaboration, highlight the importance of coming together as a community to achieve equal opportunity.

Other Things to Be Mindful Of

- ✓ **Check your privilege** – Awareness of your identity (places & spaces where you experience discrimination as well as power & privilege) is critical to understanding how you approach the experiences of others.
- ✓ **Listen and learn** – When individuals/groups tell you about their experiences, listen & believe them.
- ✓ **Micro & Macro Engagement** - Shifts in attitude & behaviors towards an intersectional approach need to happen on the individual level, as well as on the organizational level in order to see changes in policy. E.g. Conducting an audit of your program participants & services to see if/how your programs are addressing their needs.

Strategies for Implementing an Intersectional Approach to Our Work

Other thoughts???

Take-Away Point #1

Intersectionality is a person's reality: it's not an issue or problem to be addressed like substance abuse or gun violence. You wouldn't say, "what are we going to do about intersectionality"?

Take-Away Point #2

Intersectionality is something to be aware or mindful of as opposed to being something you address, particularly in fields that work with vulnerable populations such as health & human services, law & justice, education, housing, etc.

Take-Away Point #3

You can also think of intersectionality as an approach, similar to a trauma-informed approach, or a lens with which to view people and their experiences, particularly as it relates to marginalization and oppression.

Take-Away Point #4

An intersectional approach can dismantle the boxes or silos people put others in (e.g. someone is from this group so they should feel, act, think in this way).

Take-Away Point #5

Intersectionality can be used to help individuals understand their own power & privilege, especially when they only see themselves as part of an oppressed group (which can serve as a tool for helping people check their own behavior, actions, etc.)

Take-Away Point #6

Lastly, Intersectionality
promotes EQUITY!

RESOURCES

1. Intersectionality 101: what is it and why is it important? - <https://www.womankind.org.uk/intersectionality-101-what-is-it-and-why-is-it-important/>
2. NCCJ – Intersectionality (inc. glossary): <https://www.nccj.org/intersectionality>
3. The Intersectionality Wars - <https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination>
4. Kimberlé Crenshaw's Intersectional Feminism - <https://daily.jstor.org/kimberle-crenshaws-intersectional-feminism/>
5. Intersectional feminism: what it means and why it matters: <https://www.unwomen.org/en/news/stories/2020/6/explainer-intersectional-feminism-what-it-means-and-why-it-matters>
6. Why Intersectionality Matters Even More in 2020: <https://www.catalyst.org/2020/08/18/intersectionality-workplace-2020/>

RESOURCES CONTINUED

1. Intersectionality & COVID-19 Disparities in the Latinx Population - <https://www.bmc.org/healthcity/population-health/intersectionality-covid-19-disparities-latinx-population>
2. We're Not All in This Together: On COVID-19, Intersectionality, and Structural Inequality - <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7287552/>
3. Intersectionality Offers a Radical Rethinking of COVID-19 - <https://blogs.bmj.com/bmj/2020/05/15/intersectionality-offers-a-radical-rethinking-of-covid-19/>
4. Kimberlé Crenshaw, Who Coined the term “Intersectionality”, on Police Violence Against Black Women - <https://magazine.columbia.edu/article/cause-and-effect>
5. The Importance of an Intersectional Approach in Social Research - <https://www.rota.org.uk/content/importance-intersectional-approach-social-research>
6. Ten Tips for Putting Intersectionality into Practice - <https://www.opportunityagenda.org/explore/resources-publications/ten-tips-putting-intersectionality-practice>

Videos on Intersectionality

1. Kimberlé Crenshaw: What Is Intersectionality? (From the National Association of Independent Schools) - <https://youtu.be/ViDtnfQ9FHc>
2. What is Intersectionality and Why Is It Important - <https://youtu.be/3qhadch9oDo>
3. What is Intersectionality (Amaze) - <https://amaze.org/video/healthy-relationships-intersectionality/>
4. Effective Allyship: A Transgender Take on Intersectionality | Ashlee Marie Preston | TEDxPasadena - <https://youtu.be/3EcuDfDjUd8>
5. Breonna Taylor, COVID-19 and Intersectionality - https://youtu.be/K_c7GnZI96Y
6. The Urgency of Intersectionality: Ted Talk by Kimberlé Crenshaw - <https://www.youtube.com/watch?v=akOe5-UsQ2o>
7. Intersectionality, Not Identity - <https://www.youtube.com/watch?v=uPtz8TiATJY>
8. Intersectionality and Health Explained - https://youtu.be/rwqnC1fy_zc
9. What is Intersectionality? (Vitamin Stree/South Asian Organization) - <https://youtu.be/z0hiZwWpWnA>
10. The Danger of a Single Story: Ted Talk by Chimamanda Ngozi Adichie - <https://www.youtube.com/watch?v=D9lhs241zeg&t=6s>

Questions & Contact

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THANK YOU!!!