




Intersectionality Unpacked

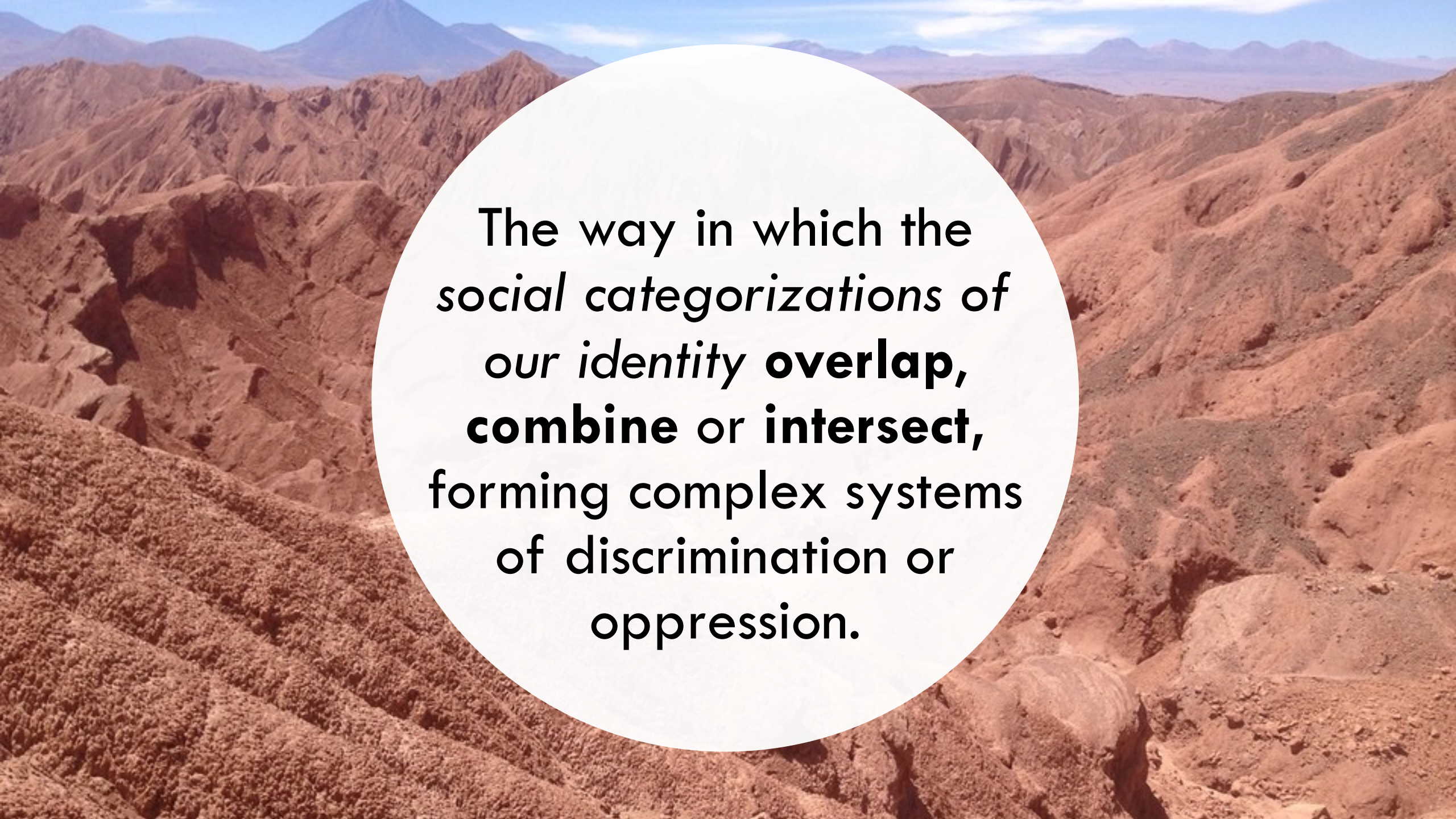
Liz Ward

A portrait of Audre Lorde, a Black woman with a short afro, wearing a purple patterned top. The background is a vibrant red with black polka dots, framed by yellow and blue floral patterns. Two white circular callouts and one white rectangular callout contain text.

**“There is no
thing as a
single-issue
struggle...”**

**...because
we do not
live single-
issue lives.”**

Audre Lorde



The way in which the *social categorizations of our identity* **overlap, combine or intersect**, forming complex systems of discrimination or oppression.

Identity: Who we are

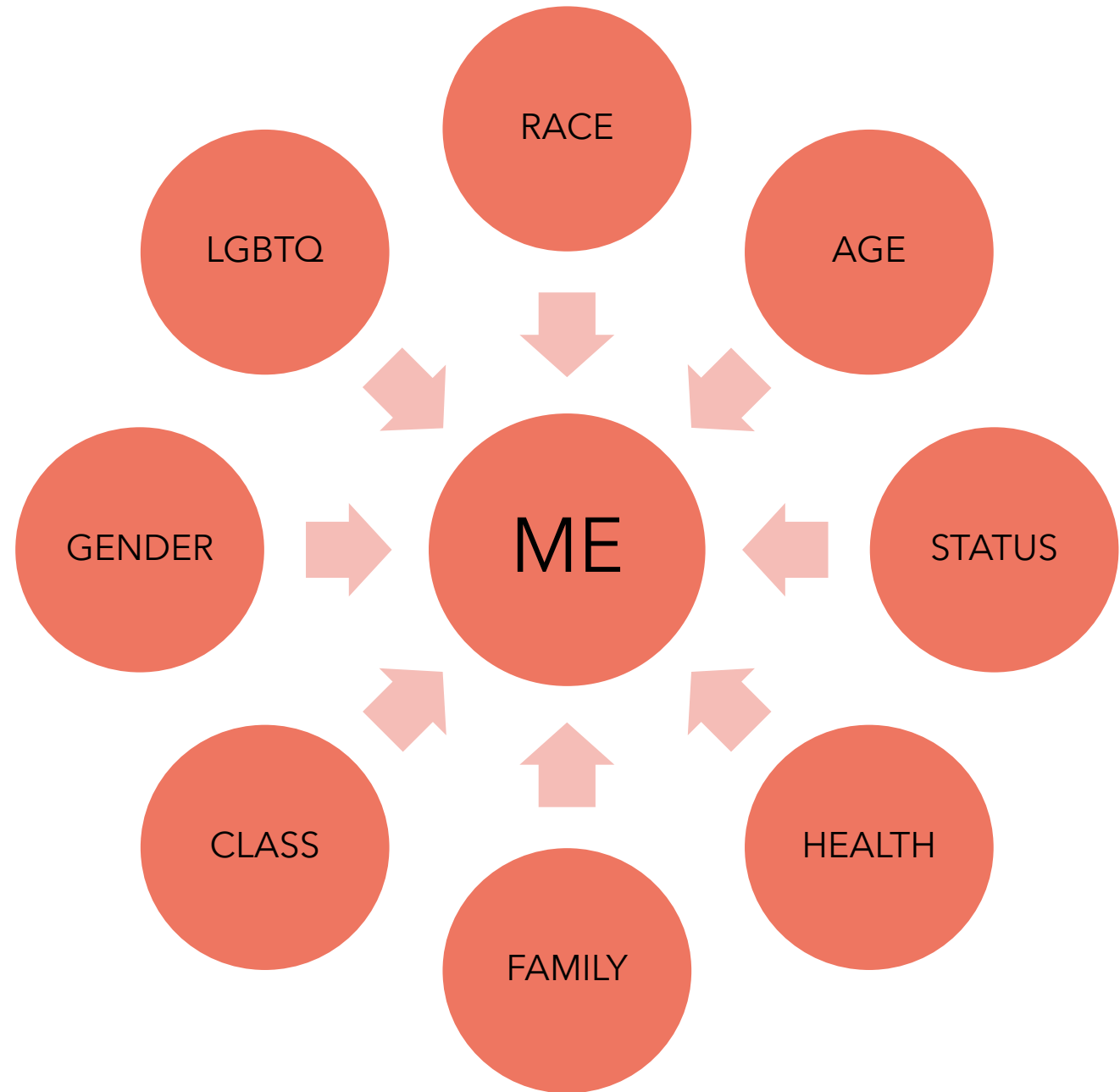
There are lots of important elements that make up our identity.

Some are **Protected Characteristics**, some are **cultural** or **geographical**, all are **important**.

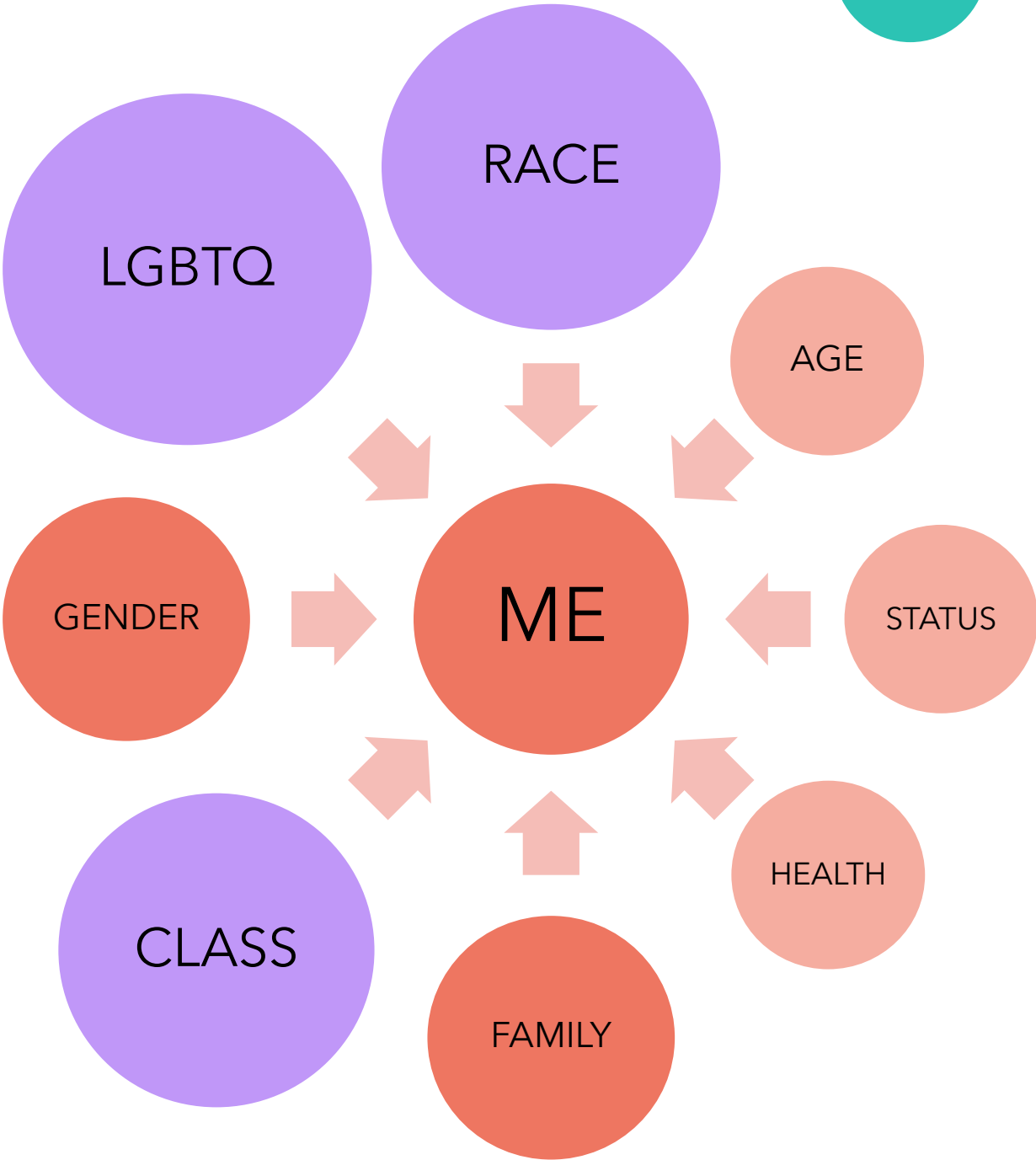
However... some are more present than others!

Elements of our identity that we **don't often think about** are usually our areas of **privilege**.

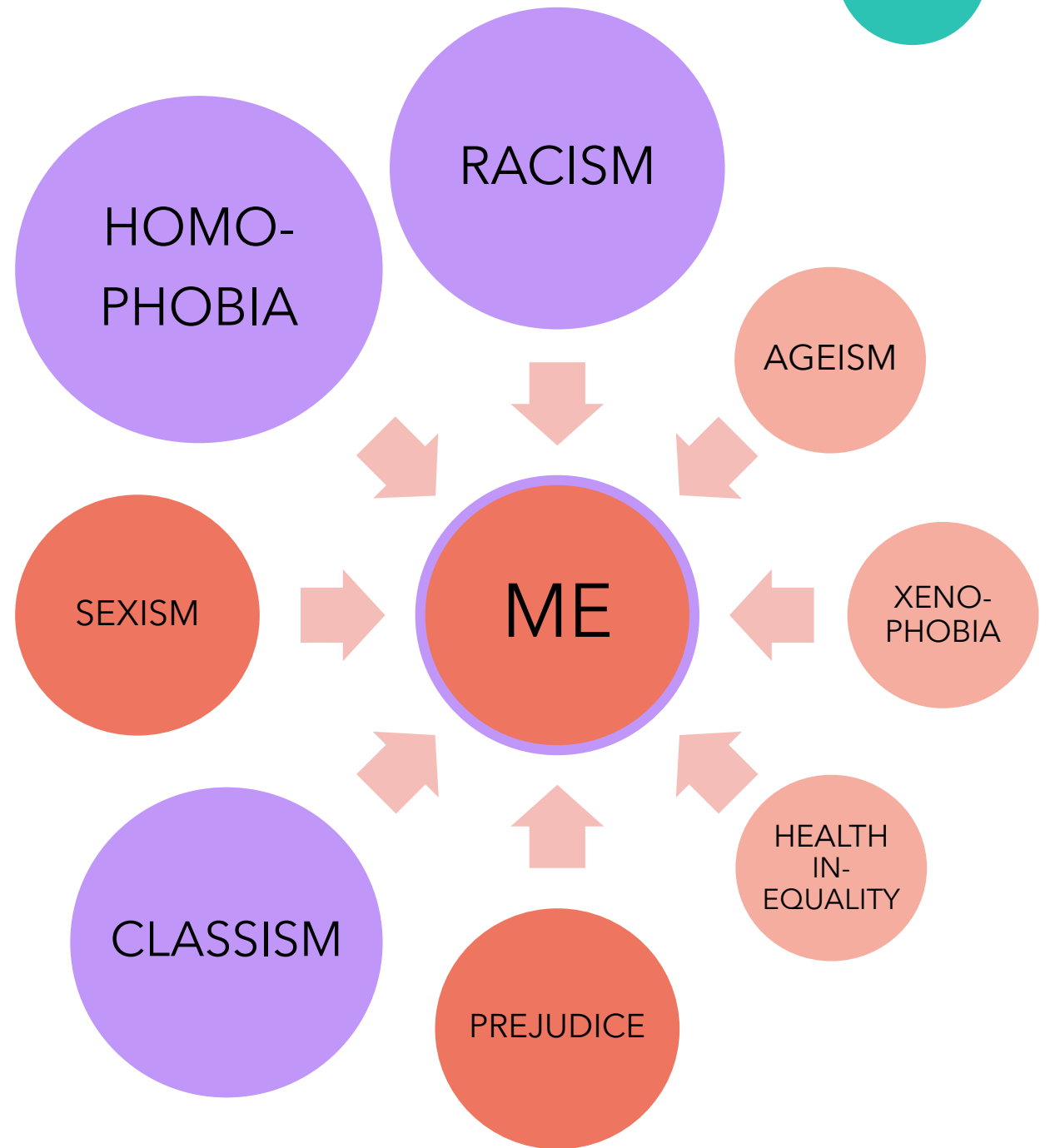
Some of our identities can be **hidden, visible** or **socially constructed**.



Intersectionality:
The way in which the **social categorizations** of our identity **overlap, combine or intersect...**



...forming **complex systems**
of **discrimination** or
oppression.



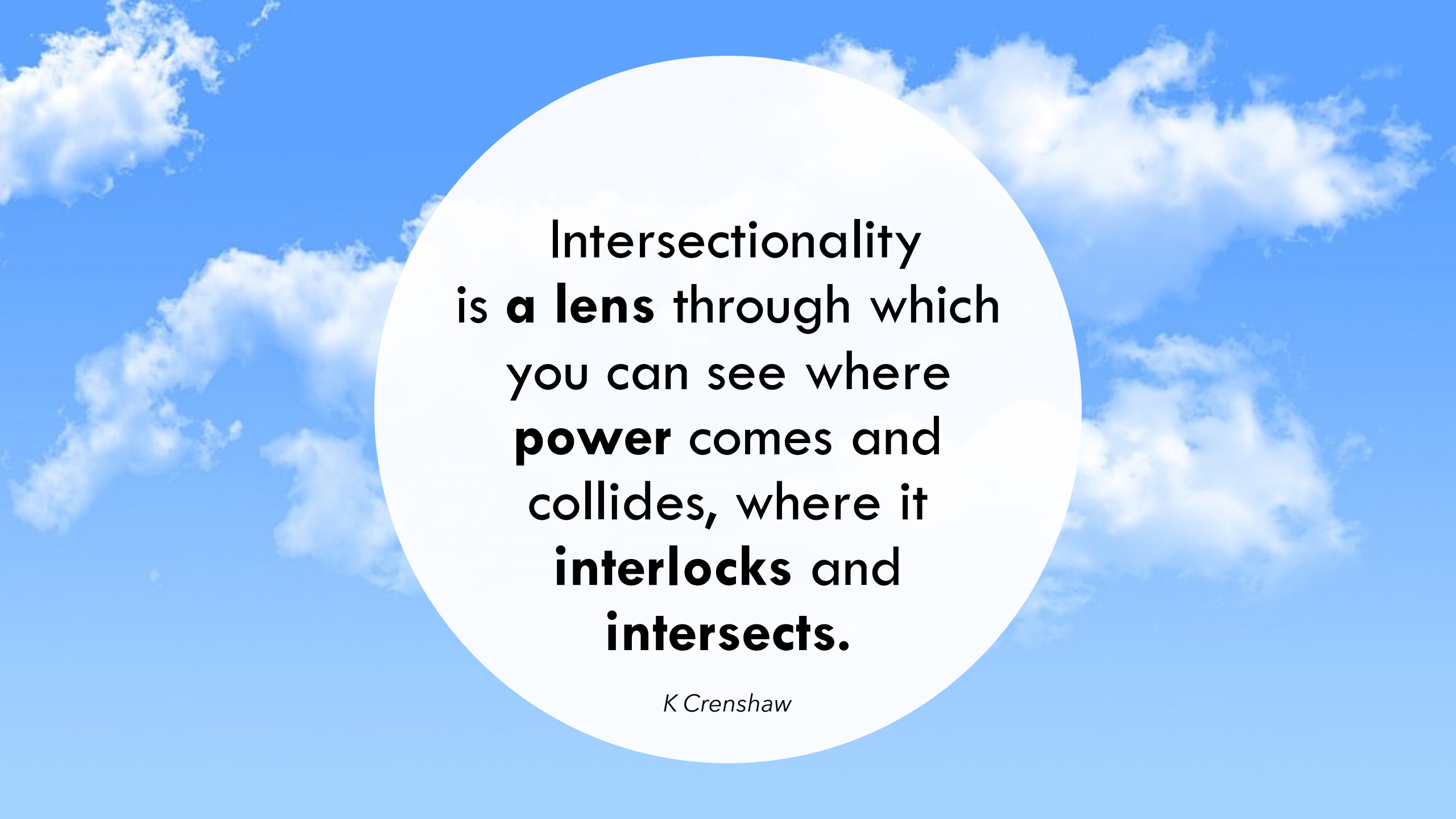
Identity Assessment

IDENTITY	OPPRESSIVE SYSTEM	EXPERIENCE
WOMAN	SEXISM	OFTEN
MOTHER	SEXISM PREJUDICE	OFTEN
WORKING CLASS	CLASSISM	SOMETIMES
RACE: WHITE	RACISM	NEVER
STATUS	XENOPHOBIA	NEVER

1. List your identities in order of those that you think about most, to those that you think about least
2. Next, list the oppressive system that may impact that identity
3. Finally, list how often you experience discrimination towards that identity

Reflect:

- What do you notice about your list?
- Where is your relative privilege?
- Where do you your identities intersect the most?
- How does this play out in our lives?

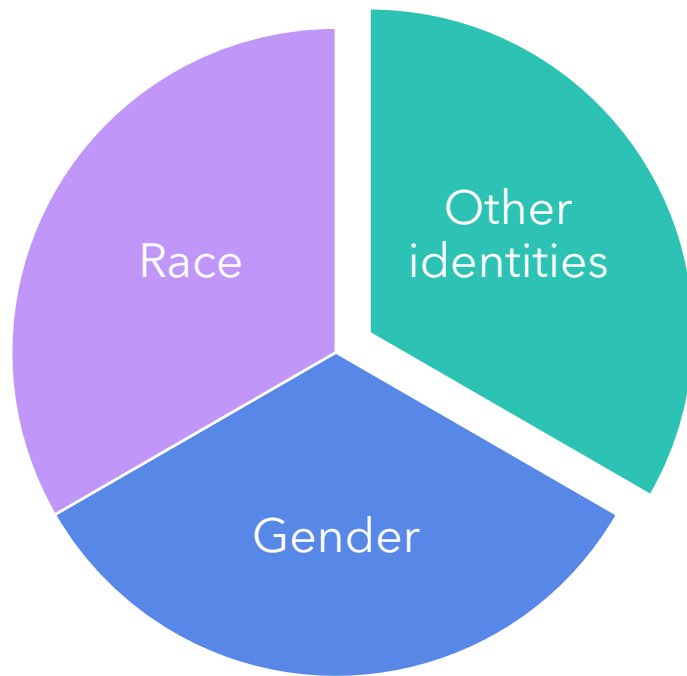


Intersectionality
is **a lens** through which
you can see where
power comes and
collides, where it
interlocks and
intersects.

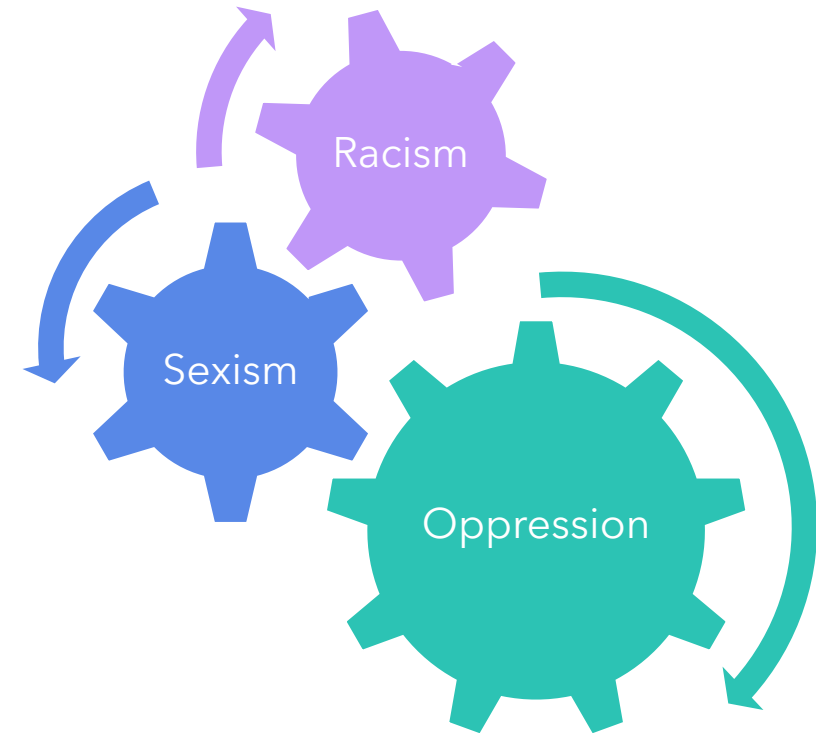
K Crenshaw

Understanding Intersectionality:

'Passive' existence of intersecting Identities



Active impact of interlocking oppression



ACTIVITY

Interlocking Oppression: Case Study 1

Amira is 16 years old and plays for her local football team.

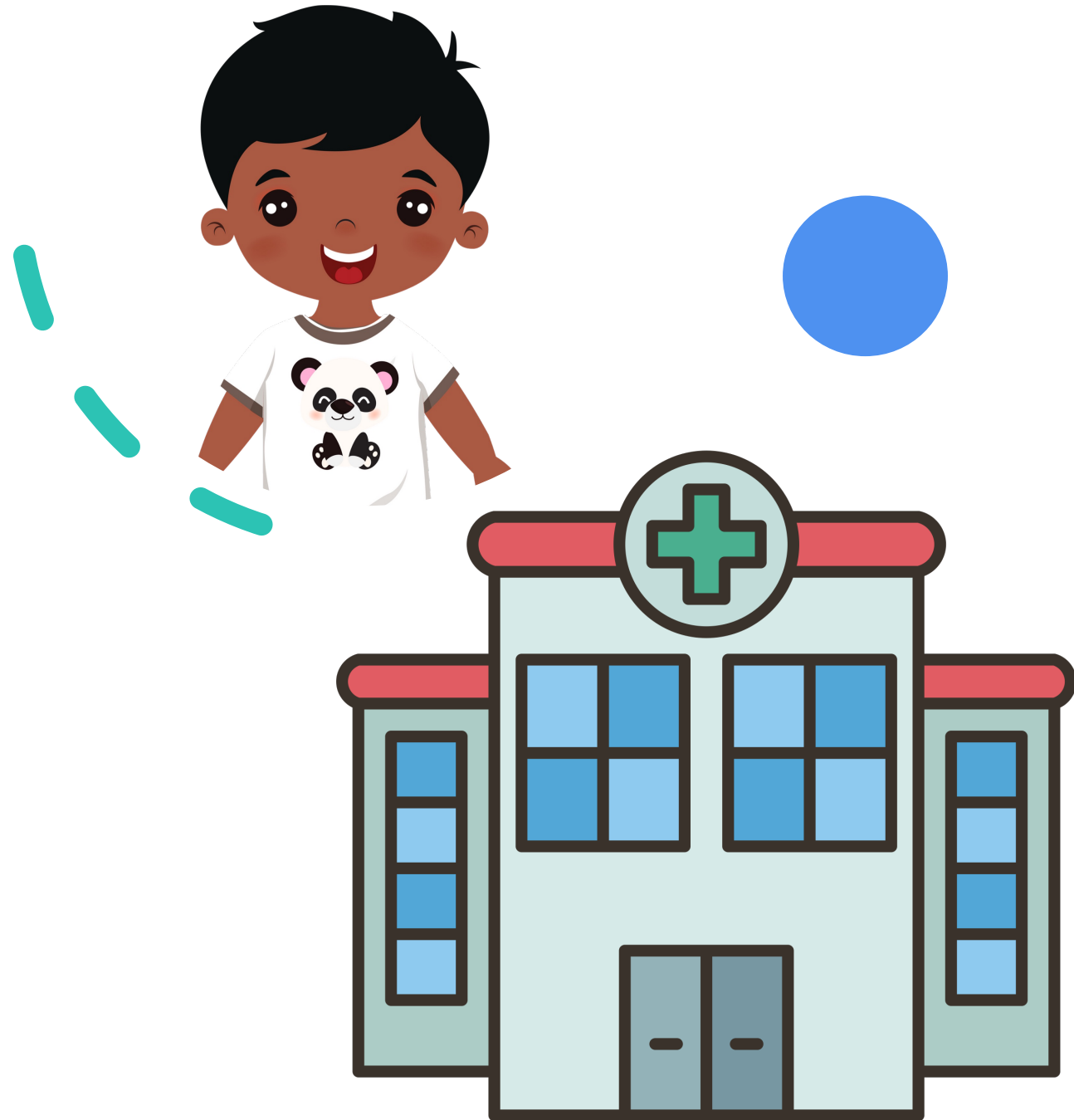
1. What are some of the **intersecting** identities that Amira might hold?
2. What might be the **combination** of discriminations that show up in Amira's experiences?
3. What might the **cumulative** effect of this be?



Interlocking Oppression: Case Study 2

JJ left the country he was born, and has arrived in the UK. He wants to become a Doctor one day.

1. What are some of the **intersecting** identities that JJ might hold?
2. What might be the **combination** of discriminations that show up in JJ's experiences?
3. How might this impact JJ's future?



The History

Kimberlé Crenshaw coined the phrase in her 1989 article *"Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Anti-discrimination Doctrine Feminist Theory and Antiracist Politics"*

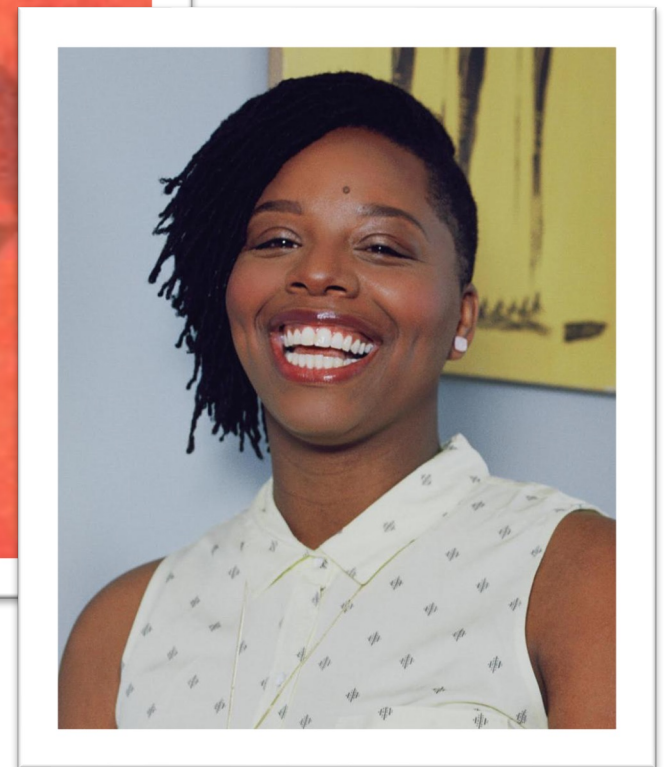
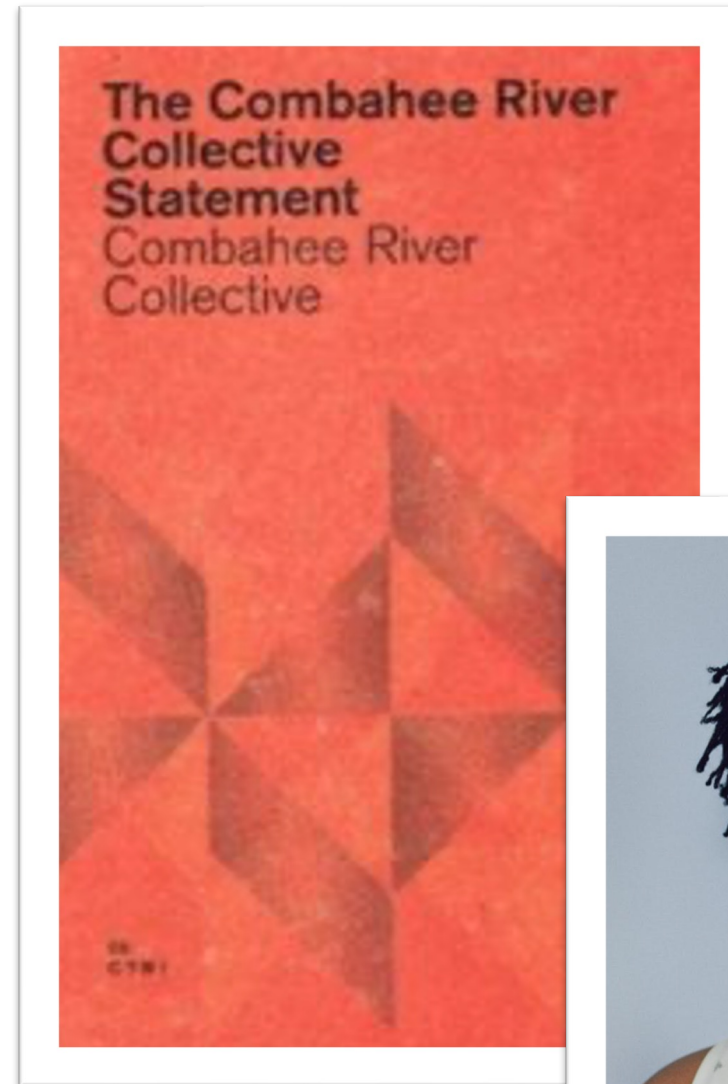
Long history of understanding interlocking oppressions...

Sojourner Truth speech 'Ain't I a woman' delivered in 1851 describes the **intersecting** challenges of being Black and a Woman



Black Feminism and Intersectionality

- Black Feminists have always used this school of thought
- Combahee River Collective - a group of Black Feminists wrote a statement outlining the reality of Black Feminisms articulating the many experiences of oppression for Black (queer) Women organising
- Today we see Intersectionality (and Black Feminism) as a key force within Social Justice



Why does it matter for me?

- 1. Campaigns:** A single-issue approach negates the lived reality of many communities
- 2. Beneficiaries:** Those who are most marginalised will become invisibilised
- 3. Operations:** Interrogating and unearthing power dynamics takes us closer to more equitable working practices

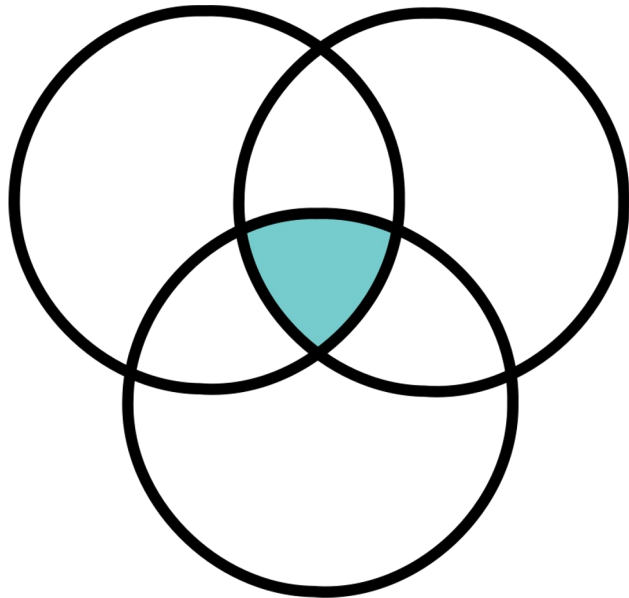
INTERSECTIONALITY RESOURCE GUIDE AND TOOLKIT

An Intersectional Approach to Leave No One Behind



Points to note down...

**We all have
intersecting identities**



**Intersectionality is a
lens not just a status.**



**An intersectional lens
helps build better
work**

