

INTERSECTIONALITY

A beginners guide

Intersectionality: A Beginners Guide. Meera Shakti Osborne made this guide as a response to the workshop on Intersectionality run by Alison Carney attended by people who work in Circus and Dance industries. The workshop was hosted by True You Today with generous support from Hackney Council and the National Lottery Awards for All.

RACE

AGE

IMMIGRATION
STATUS

OCCUPATION

EDUCATION

ABILITY

CLASS

LANGUAGE

SHADE

GEOGRAPHIC LOCATION

RELIGION

SEXUALITY

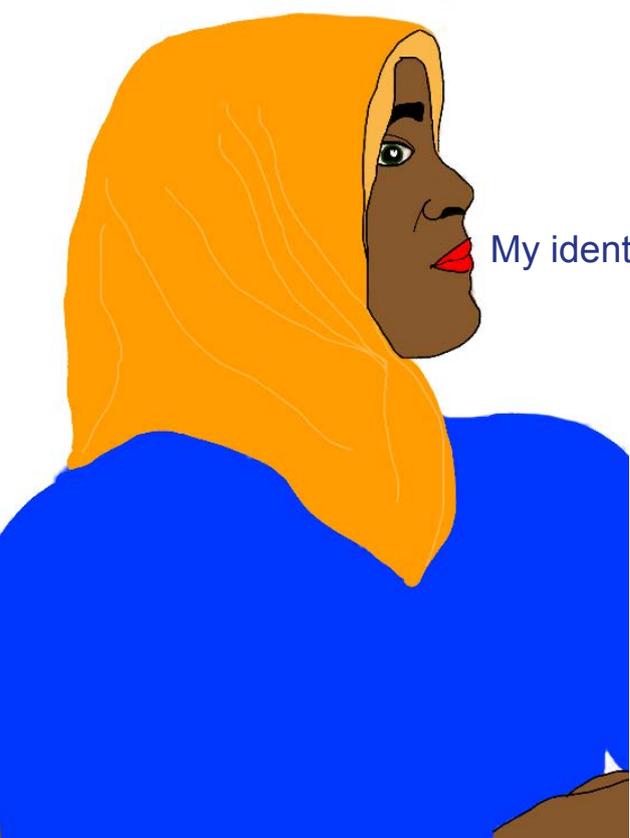
GENDER

ETHNICITY

“Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It’s not simply that there’s a race problem here, a gender problem here, and a class or LGBTQ problem there. Many times that framework erases what happens to people who are subject to all of these things.” - **Kimberlé Crenshaw** who coined the term Intersectionality



Identity is not a self contained unit, it is a relationship between many things



My identity is complex.

My identity is complex.



Our relationship relies on mutual understanding about each others needs and mutual respect.

Without understanding why we make certain judgements or assumptions, we cannot make different outcomes happen. Understanding is the basis of how to make real change.

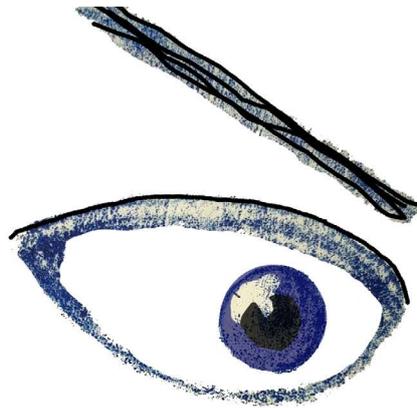
You are not meant to be in here this is the mens toilets!

Ahhhh get out of the women's toilets!



If you don't understand my identity as a gender non-conforming person, how am I meant to feel okay in your venue or any other space?

Structural oppression



RACISM



ABLEISM

HOMOPHOBIA

AGEISM

CLASSISM

FATPHOBIA

ISLAMOPHOBIA

COLOURISM

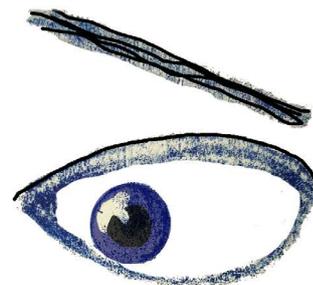
QUEERPHOBIA

XENOPHOBIA

TRANSPHOBIA

GENDER BINARIES

SEXISM



My director kept making comments about my sexuality and it made me really uncomfortable. There wasn't space to bring it up and I didn't want to seem unprofessional.

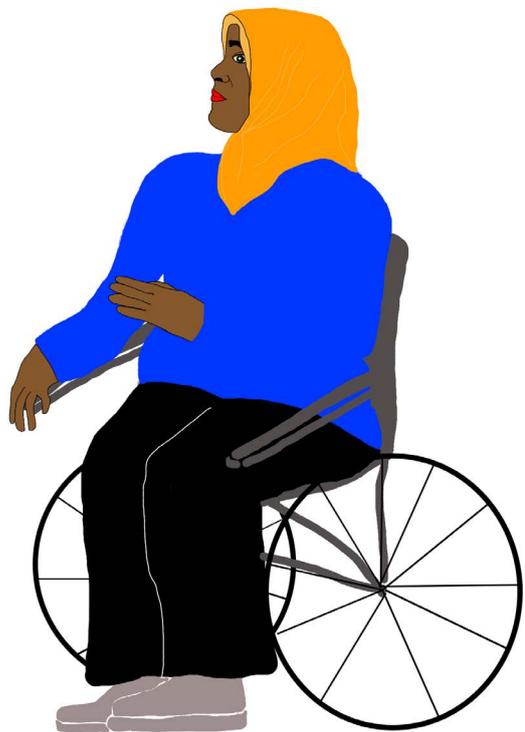


People in positions of power use the idea of professionalism to protect themselves against being called out. Being homophobic and sexist is unprofessional, not calling it out!

BIAS

Bias plays out on an interpersonal level and can combine structural oppressions.

I experience multiple oppressions and at the same time I also am able to oppress other people. This understanding is the first step to a lifelong commitment to undo my own bias.



Making assumptions about someone's identity through how they look or present plays into structural oppression.

This is a queer only space.
Please respect our rules and leave.

People never
recognise my
sexuality as
queer because
of my skin colour
and the way I
dress.



UNDOING YOUR OWN BIAS
IS A LIFELONG COMMITMENT

UNDERSTANDING YOUR OWN
BIAS IS THE TIP OF THE ICEBERG

MAKE A PLAN

SHORT TERM—MEDIUM—LONG TERM

BALANCE BETWEEN RECOGNISING
YOUR OWN BIAS, WHILE SHOWING
UP FOR OTHER PEOPLE

I was excited to start my new job specifically advertised for a black person. When I started I experienced racism and islamophobia combined with homophobia from my peers and my boss. I don't feel safe at my place of work now. I wish they had made a plan about how to deal with internal systemic oppressions before they advertised the role to me.



If you are offering opportunities to a specific group of people - make the environment safe for them **BEFORE** you offer the opportunity. Being unaware doesn't absolve you of your responsibility.

EQUALITY

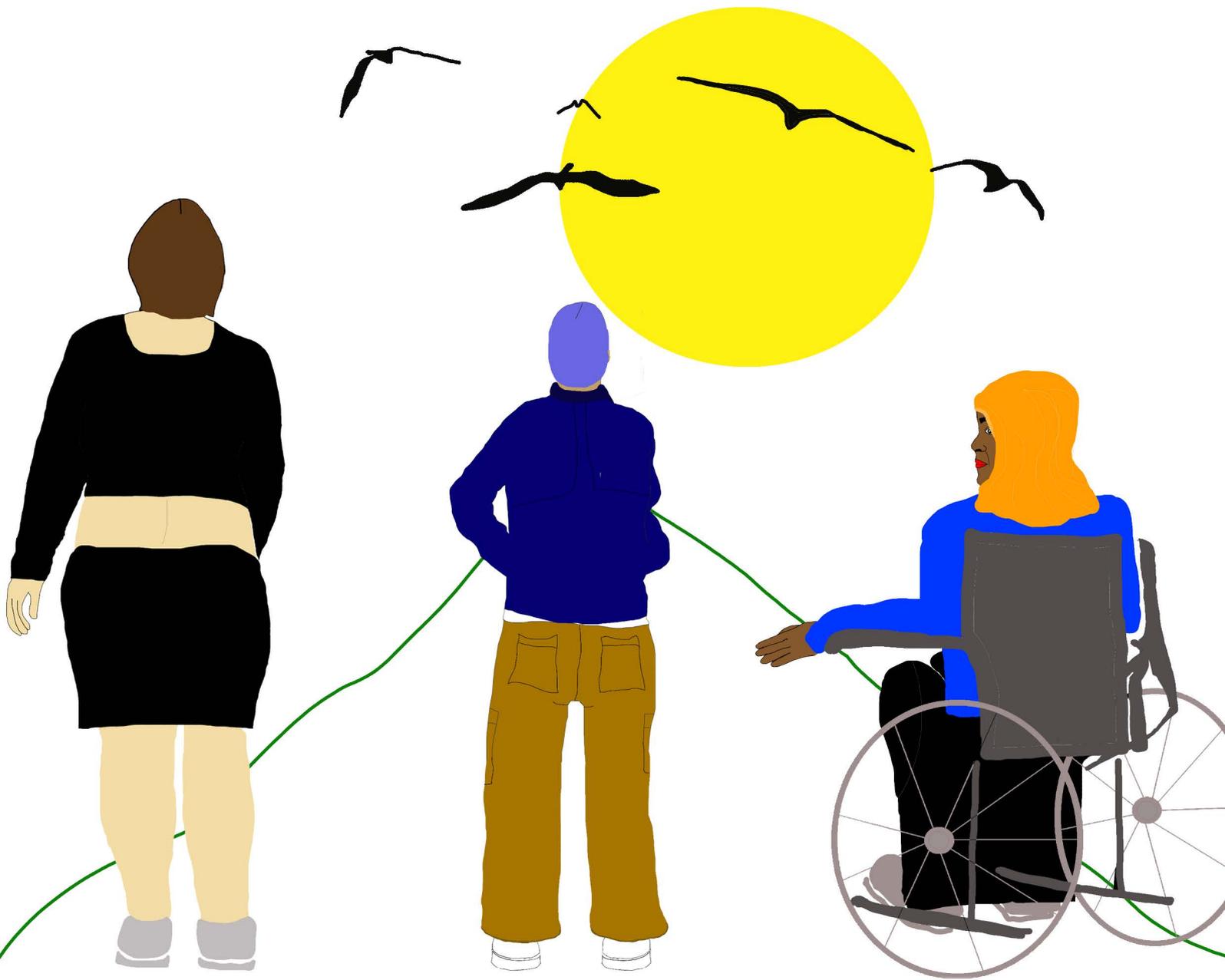


Assumes everyone will benefit from the same supports. Everyone is treated 'equally'.

EQUITY



We are given specific supports for our individual needs. We can all see the sunset over the fence. We are treated equitably.



JUSTICE

Everyone is able to see the sunset without support.
True social justice work is breaking down the barriers that exist.
This is a long process that requires deep commitment.

HERE ARE SOME ACTIONS YOU CAN TAKE

STOP USING GENERAL
TERMS LIKE BAME -
SAY WHAT YOU MEAN

CREATE SPACES THAT ARE ACCESSIBLE -
WHETHER OR NOT YOU THINK IT IS NECESSARY

PROVIDE MENTAL HEALTH SUPPORT

OFFER OPPORTUNITIES THAT
GIVE POWER, NOT JUST PARTICIPATION

DIVERSITY THAT DISMANTLES
OPPRESSIVE POWER STRUCTURES

DON'T TALK ON BEHALF OF PEOPLE,
GIVE THOSE PEOPLE YOUR PLATFORM

THINK ABOUT WHAT SUPPORT
SYSTEMS YOU HAVE IN PLACE
BEFORE SOMEONE NEEDS IT

PRONOUNS - LEARN - USE - EDUCATE OTHERS

LISTEN TO CRITISISM

DON'T APPROPRIATE OTHER CULTURES

EVIDENCE WHY YOU WANT
TO DIVERSIFY YOUR WORKFORCE

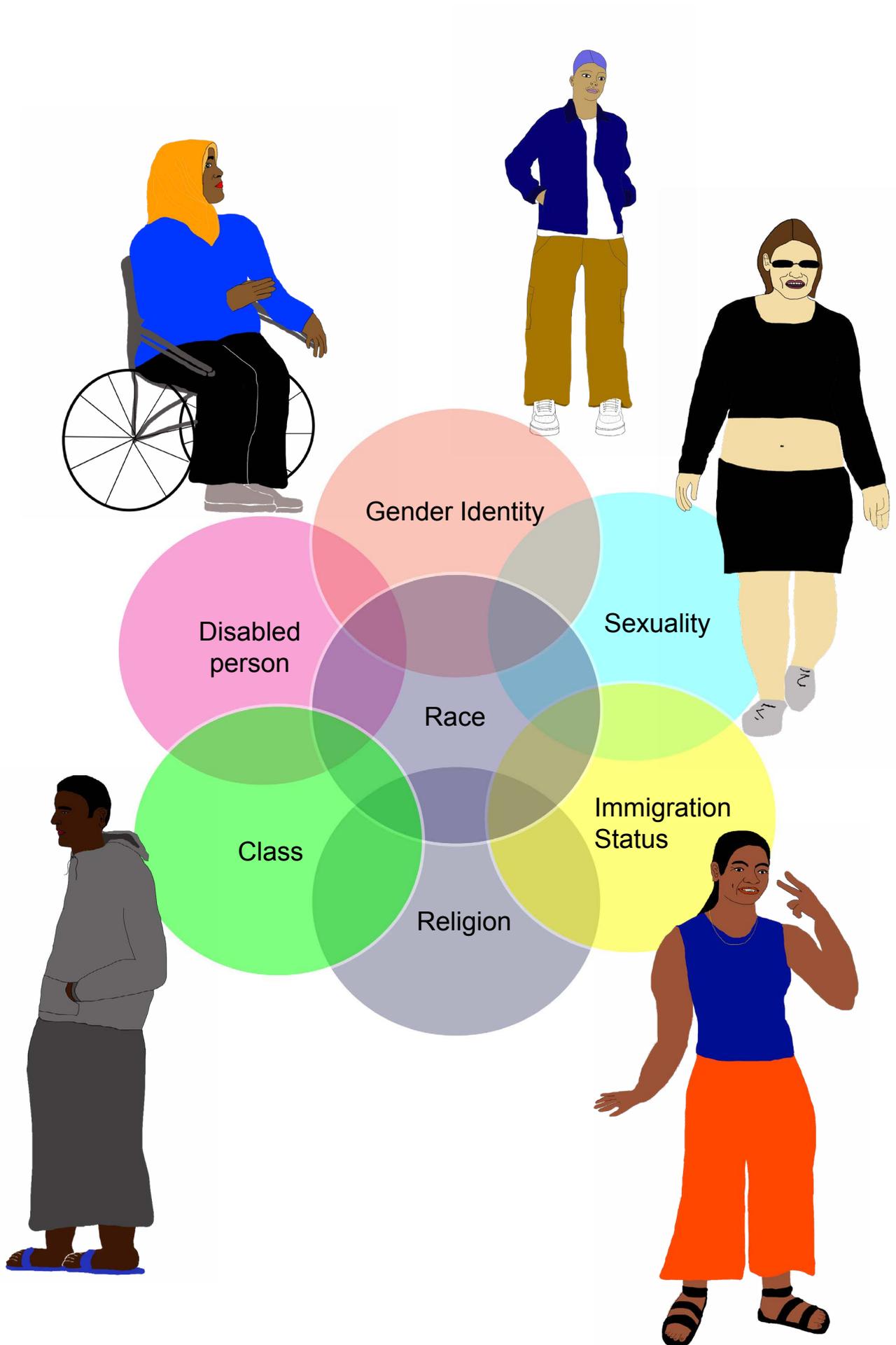
ACKNOWLEDGE INDIVIDUAL POWER

BUILD A LANGUAGE THAT MAKES
YOU FEEL ABLE TO SPEAK UP TO RACISM

PROMOTE PEOPLE'S WORK WHO
ARE OUTSIDE OF YOUR CIRCLES

INCLUSION HAS TO COME BEFORE NOT
DURING A PERFORMANCE PROCESS

BE AWARE OF WHITE SAVIOUR COMPLEX



Further Reading

“Mapping the Margins: Intersectionality, Identity Politics & Violence” by Kimberlé Crenshaw
http://socialdifference.columbia.edu/files/socialdiff/projects/Article_Mapping_the_Margins_by_Kimblere_Crenshaw.pdf

“Intersecting Oppressions” by Patricia Hill Collins
http://www.uk.sagepub.com/upmdata/13299_Chapter_16_Web_Byte_Patricia_Hill_Collins.pdf

Wikipedia on Intersectionality:
<http://en.wikipedia.org/wiki/Intersectionality>

“Using Intersectional Feminist Frameworks in Research: A Resources for Embracing the Complexity of Women’s Lives” by Marika Morris, Benita Bunjun
http://www.academia.edu/2100066/Using_Intersectional_Feminist_Frameworks_in_Research_A_resource_for_embracing_the_complexities_of_womens_lives

“‘BAME’ is an outdated term, struggling to define the experiences of those who do not identify as White” by Sawen Ali
<https://www.varsity.co.uk/opinion/19351>

“Feministo” by Sisters Uncut
<http://www.sistersuncut.org/feministo/>

“Liberate Society, Abolish Transmisogyny: Lola Olufemi’s Feminism, Interrupted” Interview and book extracts by Lola Olufemi
<https://thequietus.com/articles/28655-feminism-interrupted-lola-olufemi-interview-extract-transmisogyny>