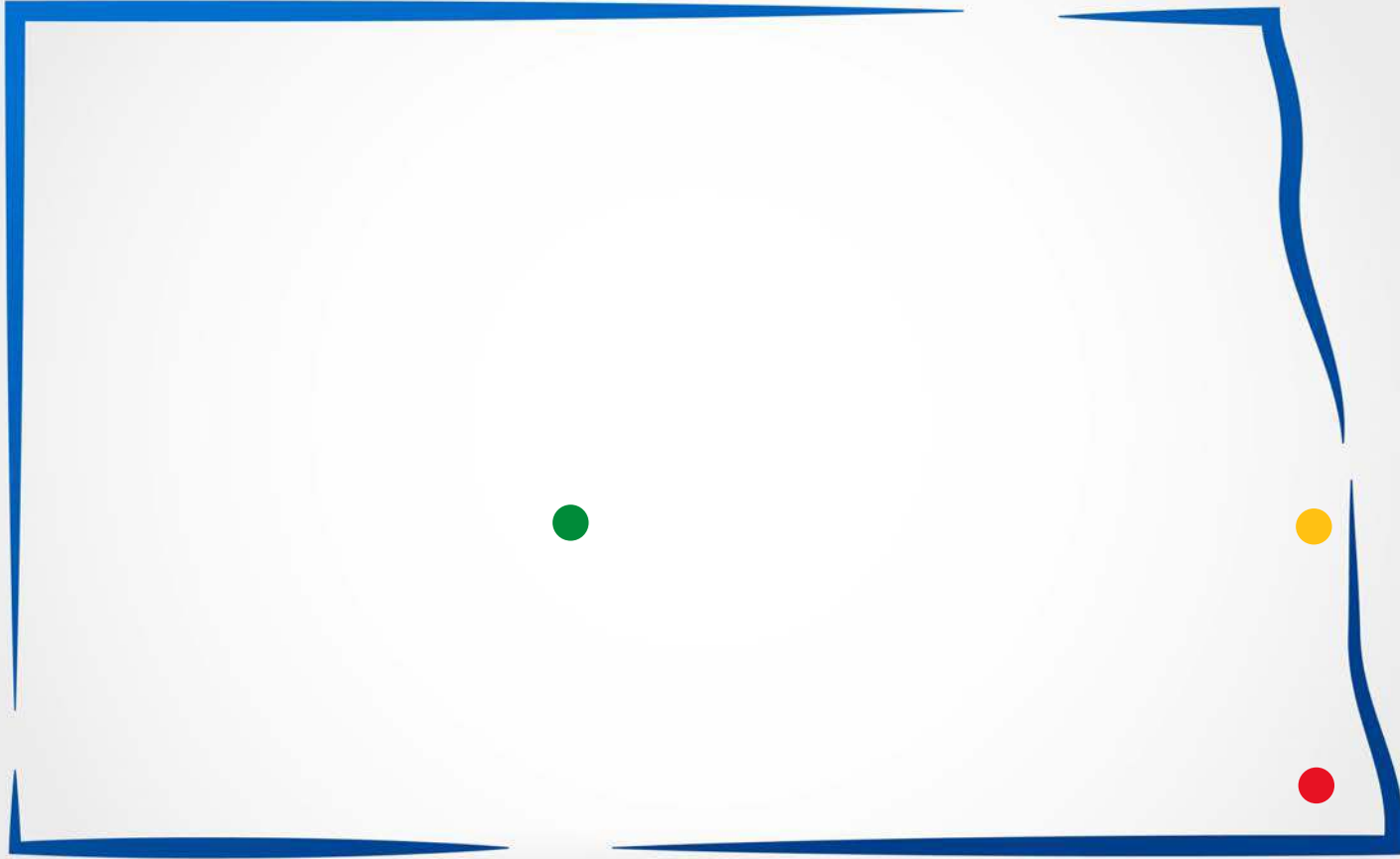


**Resources**  
**Scan here!**

<https://qrco.de/bdYdbd>



**North  
Dakota**

# What is Intersectionality

“the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.”

- Oxford Dictionary



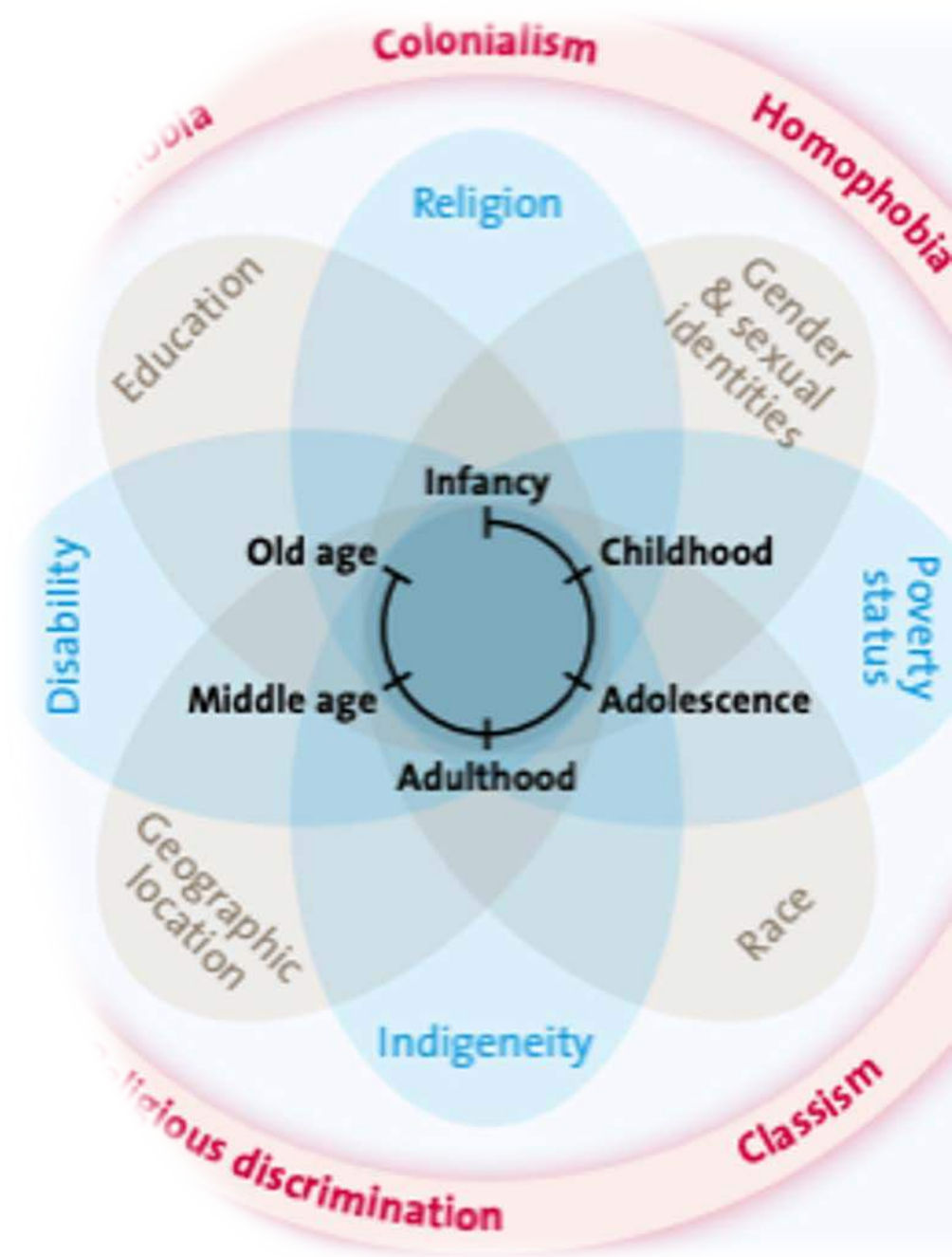
“ First used by Kimberle Crenshaw in 1989 to identify the multi-layered identities that impact how individuals are impacted by discrimination and access to power. ”



# Intersectionality

Can include but not limited to:

- gender
- race
- ethnicity
- language
- faith
- age group
- socioeconomic status
- education level
- disability
- location
- relationship status
- sexual orientation
- citizenship status
- housing
- family



# Who are you?



**Knowing what makes you who you are will help you navigate relationships and experiences. Sharing these insights will help others understand you.**







**We are  
walking  
around in  
our bubble**



**When our  
bubbles  
collide, what  
do you allow  
others to see?**

**What do you  
take time to  
see?**

Intersectionality areas can be used to limit access to opportunities and contribute to discrimination.

Marginalized intersectionality identities can separate an individual from other identities of privilege.



**LESS FREEDOM**

Keeping intersectionality in mind throughout our day can ensure that individuals are not left out and can access all of the benefits.

Using intersectionality areas of privilege to build others up and provide access to what has been denied.

Using a strengths-based approach of identity as insight for inclusion.



“

“When we identify where our privilege intersects with somebody else's oppression, we'll find our opportunities to make real change.”

Ijeoma Oluo, So You Want to Talk About Race

”



# Allies and Advocates

- Allies:
  - one that is associated with another as a helper : a person or group that provides assistance and support in an ongoing effort, activity, or struggle
- Advocates:
  - one who defends or maintains a cause or proposal
  - one who supports or promotes the interests of a cause or group
  - one who pleads the cause of another



# Using Your Intersectionality

- What identities do you possess that can benefit those that do not?
- How can you use this as an ally or advocate?
- Put it on paper -





**We need the support and challenge to relationships where there is a shared commitment to speak our truths and hear each other all the way through, no matter how uncomfortable the revelations may make us.**

**Melanie S. Morrison**



# The Work Ahead

- Identifying within our intersectionality identity our spheres of influence and how to use those for others.
- Creating a safe space for individuals to be their true selves and can have discussions without filtering themselves and be truly heard.
- Analyzing the context in which Intersectionality is taking place.
- Put into action plans

# Intersectionality Sphere of Influence

After recording your intersectionality identities on the bubble handout, consider which ones are areas that can be used to support others. Have open discussions once a safe space has been created to ask who needs this support. You now have a menu of support that you can provide.

# Creating a Safe Space Considerations

- Be aware of your own power, privilege, attitudes, bias, and beliefs.
- Promote safe and meaningful dialogue
- Factor in accessibility and reasonable accommodations
- Be sensitive to time and space

# Creating a Safe Space Considerations

- Consent must be free and informed
- Maintain confidentiality and privacy at all times
- Ensure safe feedback mechanisms
- Be equipped to refer people on to support services

# Analyzing Intersectionality Context

- Agency, commitment, knowledge and skills –
  - Name two to three major aspects of individual and family life and expectations that currently affect the wellbeing and rights
- Access to and control over resources and opportunities
  - Name two to three major dynamics and actors that impact access and control over resources and opportunities


# Analyzing Intersectionality Context

- Laws, policies, programs, resource allocation, accountability mechanisms
  - Name two to three government policies, laws, institutions or decision-makers that are currently affecting those most marginalized in your context
- Social norms, attitudes, exclusionary practices
  - Name two to three major ideological and cultural forces and beliefs that are currently affecting groups


# Take Action

- Based on what was discovered, create a plan that identifies what needs to be address, who it will impact, and the parties that need to be involved.
- Create SMART goals to focus efforts and to ensure all parties are on the same path.
- Become a Role Model! People are watching you.





**Intersectionality is a tool  
to understand where we  
come from and once  
discovered, where we  
need to go.**



**Thank you!**

**Jason@Joyce-Marter.com**

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