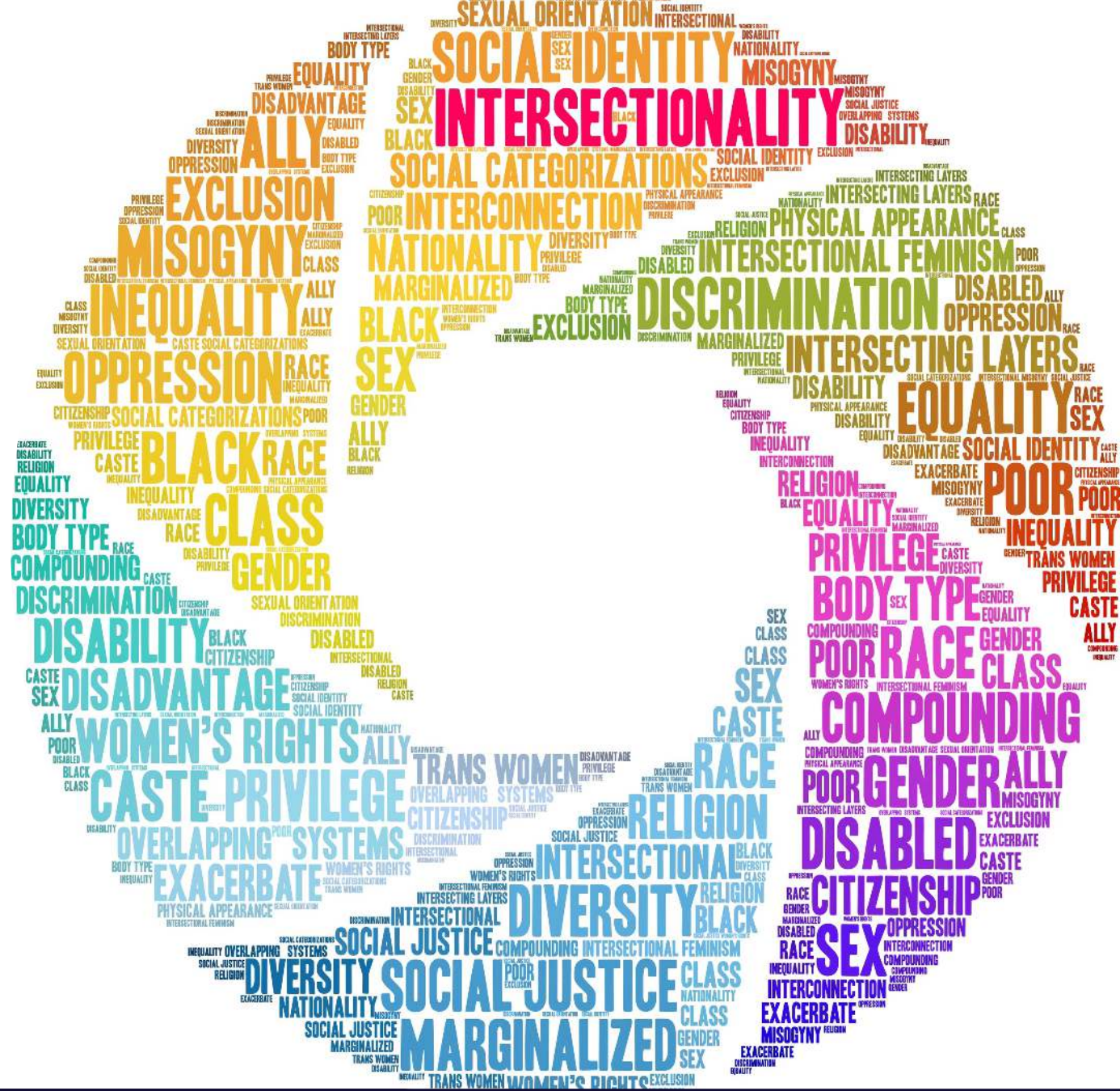


# Using Your Intersectionality to Be Strong Allies & Advocates

Jason Marotzke, M. Ed.



# Handouts

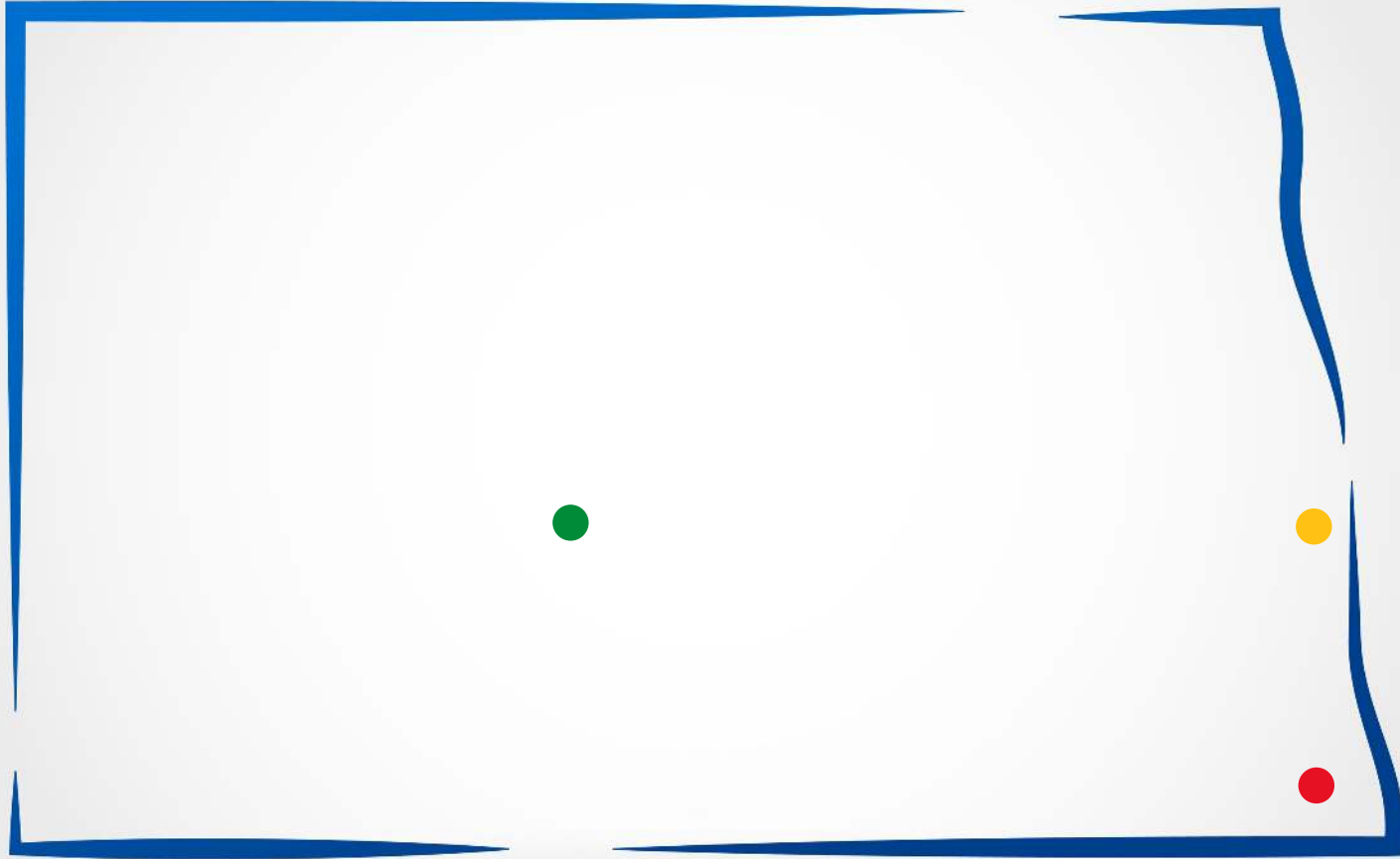


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<https://qrco.de/bfBKpt>





**Where is  
this?**

# 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





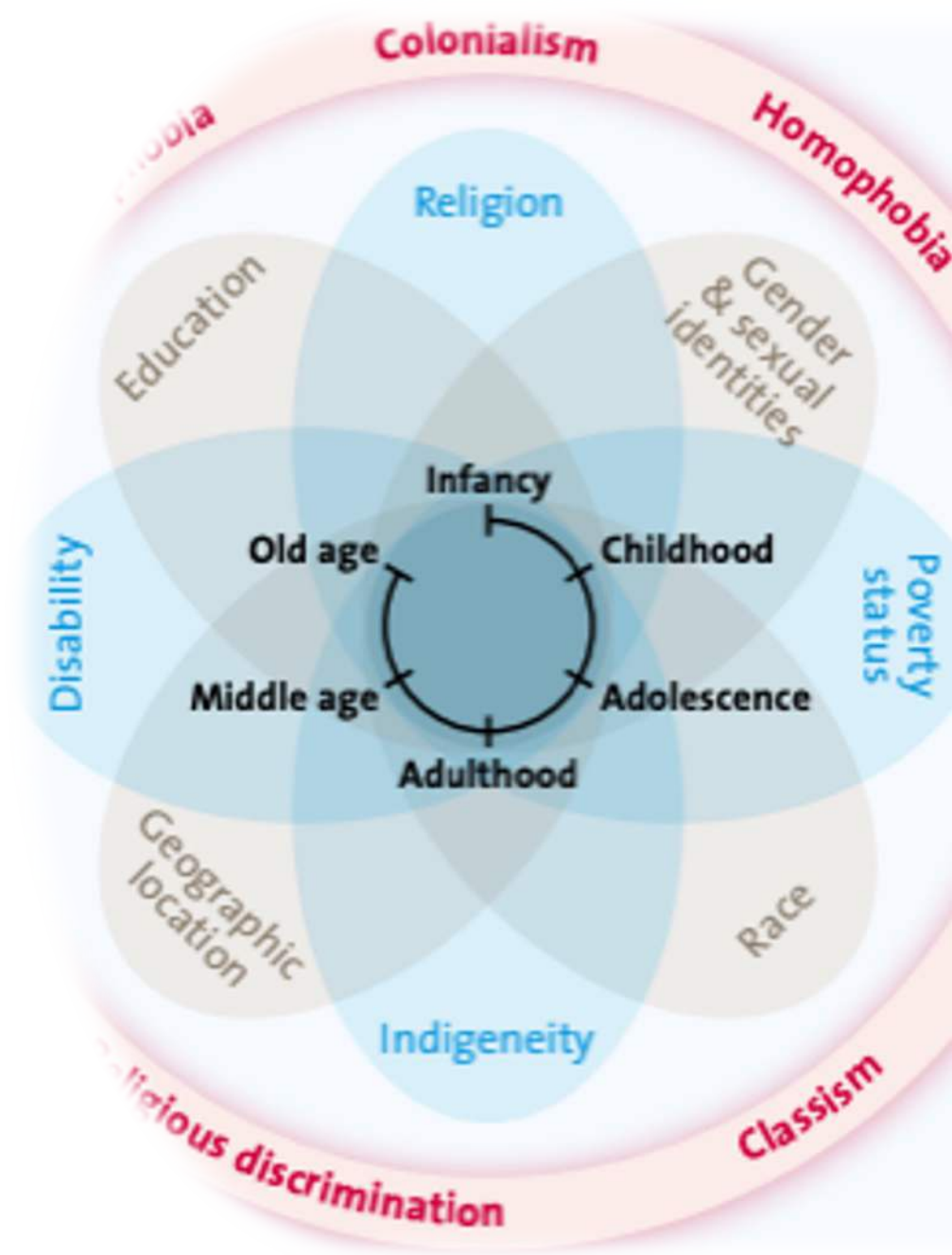
“First used by Kimberle Crenshaw in 1989 to identify the multi-layered identities that impact how individuals are impacted by discrimination and access to power.”



# 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?**



**What rules  
or story to  
you give  
others?**





**“Be Curious  
not  
Judgmental”**

**Ted Lasso**





Implicit from Harvard

Assessment to find  
hidden bias



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 they 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.





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





# How Does intersectionality Impact Your Environment?

You give or take access to resources to those around you based on identities and perceived identities.

# Brave Space vs Safe Space

We can not always create a perfect safe space like we want, but we can strive to create a brave space that we need.

Take time to find out what is needed and consult on what we think we know.

# What do we mean by Privilege?

It does not mean you haven't experienced hardship or oppression. It does mean you have not had to think or face hardships based on your identity.

# Be aware of your own power, privilege, attitudes, and beliefs.

- Think about the ***factors that influence your personal values***, experiences, interests, beliefs, and political commitment and how they relate to social and structural identities (e.g., gender identity, race, ethnicity, indigeneity, socioeconomic status, sexuality, disability, age, sexual orientation, immigrant status, faith, etc.) as well as processes of oppression (e.g., patriarchy, colonialism, capitalism, racism, heterosexism, etc.)
- ***Take time to reflect honestly and critically*** on how your own beliefs and attitudes can cause you to pass judgement on others.
- If you believe that you are free from any responsibility and accountability in the role you may play in someone else's oppression, ***check yourself again and consult with others***. Actively try to step out of your comfort zone and see things from the perspective of people who are directly experiencing forms of oppression.





V



# Promote brave and meaningful dialogue

- **Set a goal** to make sure all your working spaces are brave, welcoming, and accessible
- **Pay attention** to what others are expressing and don't be afraid to ask
- **Be sensitive and empathetic and prioritize** this over extracting information from a person or interaction.
- **Pay attention to your words.** Do you actively encourage others to challenge you and call you out?
- **Be flexible and willing to try** different methods to enable equal participation.

# Consent must be free and informed

- Building trust and brave spaces is contingent upon respecting people's choices and autonomy
- Never speak on behalf of people without their free and informed consent.
- Be aware that some people with disabilities may have support provisions in place to assist them.

# Maintain confidentiality and privacy

- . Provisions for privacy, security, and safety should be equally available to everyone
- . People are unlikely to disclose information to you if they do not feel safe with the knowledge that you will maintain their confidentiality and privacy, so it may take some time to build their trust first.



# Ensure safe feedback mechanisms

- Feedback mechanisms – which can process issues from general feedback to complaints – have become tools for learning, accountability, and transparency.
- Offer more than one feedback channel for people to provide feedback over serious concerns such as abuse, exploitation, violence, bullying, harassment, fraud, etc. and make sure people are aware of all the available options.
- Effective feedback mechanisms also require proactively seeking feedback. Many people experiencing oppression will not necessarily be confident to complain or may be too fearful of the repercussions of their complaint, especially if it is towards someone with power over them.

# Be equipped to refer people onto support services

- Depending on the person and their circumstances, oppression and discrimination can result in trauma and being in a situation of risk.
- If your meetings or workshops cover sensitive or triggering topics, it is important that the facilitators have planned strategies to respond to deep emotion if it emerges among participants.
- Keep an updated list of local contacts ready in case you need to make referrals to psycho-social support services, medical centers, shelters, relevant police departments, etc.

# What does your physical space look like?

Take time to map out your physical space marking out items that enhance the space and items that might cause some to feel unwelcomed.

“

“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

# What are you doing now as an Ally or Advocate?



# 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 -



# JMEnterprises

# The Work Ahead

- Identifying within our intersectionality identity our spheres of influence and how to use those for others.
- Creating a brave 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 Spere of Influence

After recording your intersectionality, consider which ones are areas that can be used to support others.

Have open discussions once a brave space has been created to ask who needs this support.

You now have a menu of support that you can provide.

# Creating a Brave 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 Brave 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**

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

<https://qrco.de/bfBKpt>

