



The Importance of Intersectionality

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Introduction

Who am I to sit here and talk about intersectionality?

It's Who I Am



Six Year Old Questions

There is a link in the chat

- Think
- Resist judging yourself
- Write your question
- Put it in the anonymous form

*If there is time, we'll read and answer some of these throughout. If not, I'll send the organizer our best answers.



Six Year Old Questions

Q: Sometimes I feel torn about whether it is respectful to maintain “eye contact” or position/gaze when someone is displaying a disability or to look away respectfully. This could be for vision impairment, physical or verbal tics, etc. My first instinct says maintain to normalize it but, in the moment, I catch myself instinctually looking away.

Q: Why am I scared of/uncomfortable/nervous about interacting with you?

Q: What is the most appropriate way to acknowledge helpers/assistants/caretakers/job coaches? How are you respectful to both the person with the disability and their assistant?

What is Intersectionality?

Baseline Understanding

In order to start talking about intersectionality we must start from the premise that people are treated differently based on the color of their skin, gender, ability, economic status, sexual orientation, age, etc.

Race/Ethnicity

Gender

Disability

Sexual Orientation

Age

Parent/
Working Parent

Education

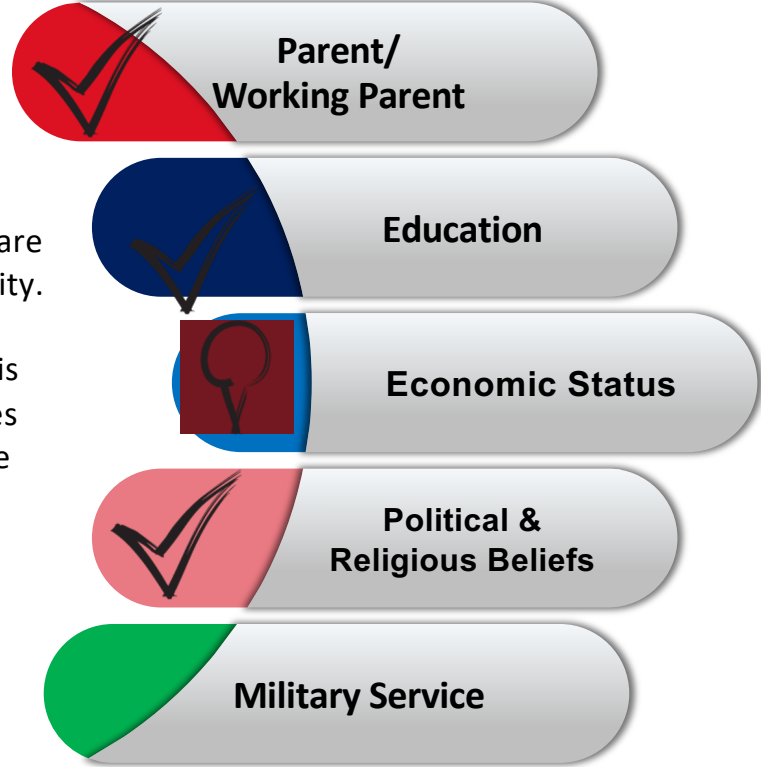
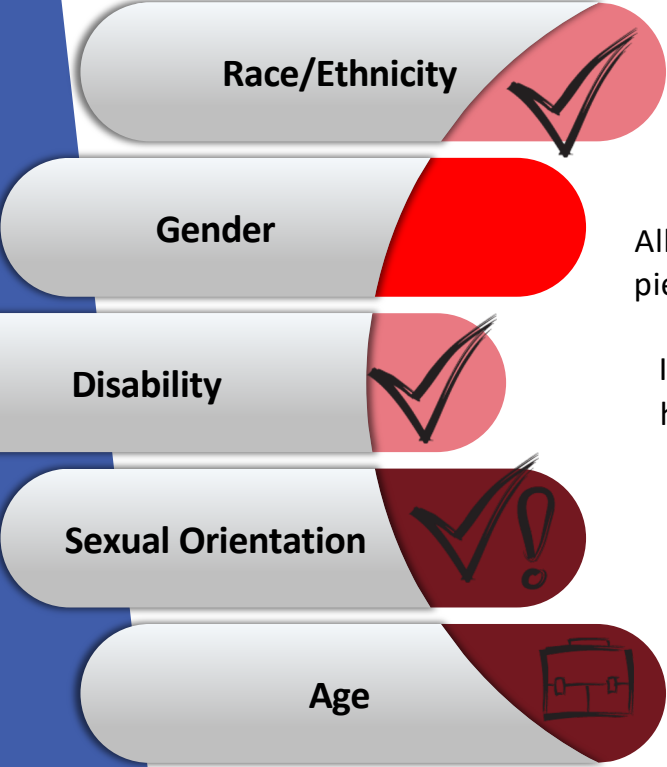
Economic Status

Political &
Religious Beliefs

Military Service

All of these things are pieces of our identity.

Intersectionality is how our identities interact with the systems of oppression.



Intersectionality



Intersectionality is a term coined by Kimberlé Williams Crenshaw.

- Began with the intersection of gender and race.
- Currently is talked about when talking about all intersecting identities.

The definition of intersectionality is:

"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."

Poll

How many of you have intersectional identities?

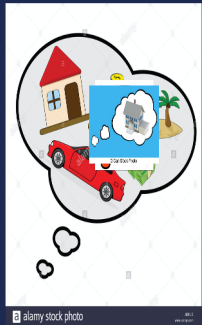
Speaking of the identities that you were born with.

It's Not Just a Little Different...

When you have overlapping identities that are oppressed, it is a multiplicative effect. It is not “additive” - so being a black woman is much different than being a black man, not just a little different

How does it affect you and those around you?

Intersectionality



RACE

LGBTQIA+

AGE

DISABILITY

GENDER

ECONOMIC STATUS



Why Does It Matter to People?

- By not recognizing differences, you are not seeing the whole person
- People decide their own identity, we must respect individuals
- Safety

How Does It Show Up in the
Workplace?

How Do We Bring Intersectionality
to Our Work?

End Goal

At the end of the day our goal as public service workers is to serve our community and make sure we can bring our full selves to work and that we are able to serve the whole person not just the part we know or see at first glance.

Child
Welfare

Health

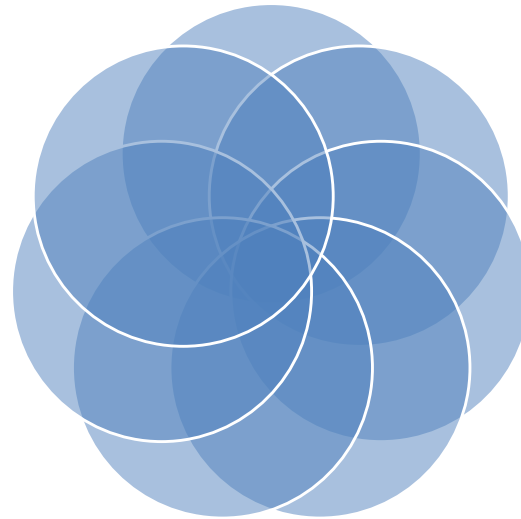
Food
Benefits

Aging &
Disability

Justice

Vocational
Rehab

Employment



Interconnected Systems

Systems Work Together

- One Door Entry
- If we only know equity from one lens or we are only focusing on one perspective, we are causing further barriers for the most impacted communities
- We may overlook potential problems if we only focused on one system
- At times, we will solve the wrong problem
- We may need to change our decision making process to include all the necessary people

Audrey Lorde

"Intersectionality is trying to understand the way our differences lie down inside of us..."

We ALL have:

- Power
- Privilege

Unless we actively recognize our privilege and use it to stand up for those who are most vulnerable we will always be part of the problem.

What power and privilege do you have that you can use to help others? Drop it in the chat!

How Do We Do Better?

- Recognize difference, and all differences
- Allow people to identify themselves
- Make an effort to understand all oppressed groups
- Truly listen to be able to understand a person's situation before offering advice
- Cross department efforts and actions
- System change, instead of department/unit change
- One door entry into services
- Analyze the space you occupy, are you including the necessary people in discussions?
- Do you notice who is not there?
- Seek out other points of view, especially ones that are different from yours
- Show up for all identities, not just your own

What is Your Privilege?

POLL: We all have privilege, what is your privilege? Can you see why it is important to use it to help others?

Do you have:

- . White privilege?*
- . Able Bodied Privilege?*
- . Generational Wealth Privilege?*
- . Gender Privilege?*
- . Sis Gender Privilege?*
- . Age Privilege?*

It you have more than one, which one helps you the most?

Are you willing to use your privilege to help other communities enter the room for their voices to be heard?

Questions?

PURRY
CONSULTANTS

Thank you!

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