

INTERSECTIONALITY TOOLKIT

Resources

Choosing to do the work of education is a huge first step! Here are some resources to help you on your journey of justice and truth.

Intersectionality Activities:
<https://thesafezoneproject.com/activities/theme/intersectionality/>

Kimberlé Crenshaw on Intersectionality:
<https://www.newstatesman.com/lifestyle/2014/04/kimberl-crenshaw-intersectionality-i-wanted-come-everyday-metaphor-anyone-could>

The Intersectionality Wars:
<https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination>
Diversity and Identity Toolkit:
<https://ccdi.ca/media/1587/toolkit-1-getting-started-diversity-and-identity.pdf>

Equity vs. Equality:
<https://unitedwaynca.org/stories/equity-vs-equality/>

Author Credit: Rachel Hicks

DEFINING TERMS

Identity

The qualities, beliefs, etc that makes a particular person or group different from others.

Equity

The quality of being fair and impartial.

Stereotypes

An unfair belief that all people or things with a particular characteristic are the same.

Marginalization

The treatment of a person, group, or concept as insignificant or peripheral.

Power

The capacity or ability to direct or influence the behavior of others or the course of events.

Privilege

A special right, advantage, or immunity granted or available only to a particular person or group.

Identity Politics

A tendency for people of a particular religion, race, social background, etc. to form exclusive political alliances, moving away from traditional broad-based party politics.

Community

A feeling of fellowship with others, as a result of sharing common attitudes, interests, and goals.

Social Capital

A set of shared values that allows individuals to work together in a group to effectively achieve a common purpose.

Intersectionality

An analytical framework for understanding how aspects of a person's social and political identities combine to create different modes of discrimination and privilege. The term was conceptualized and coined by Kimberlé Williams Crenshaw in a paper in 1989.

ISSUE IMPACT

Intersectionality

is critical to understanding and navigating systems of oppression.

Everybody is unique.

Individuals have multiple **identities** that allow them to form connections, thus building trust and ultimately **community**. Some of these identities are closer to **power** than others. As a result, individuals may experience particular harm and/or violence in relation to specific identities they hold.

Marginalization & Stereotyping

are two major ways individuals may experience harm such as micro-aggressions and/or violence, such as racism within their lives.

INTERSECTIONAL SOLUTIONS

Equity: We all experience life differently. Depending on our identities some of us may experience more marginalization than others. Dedication to building community means that everybody has different needs in order to thrive and knowledge that marginalization can occur where more than two identities intersect.

Diversity: Our differences make us unique and our different identities should be celebrated. By acknowledging and celebrating our differences, we can learn how to support each other and build sustainable relationships.

Inclusivity: We can never learn if we don't step outside of our comfort zone. We should be inclusive of those among us that have the furthest proximity to power.

Use your privilege and proximity to power: We are all different individuals. As different people, our identities maintain a certain proximity to power, thus granting some of us specific privileges we can use to navigate through society. Those with close proximity to power can choose to support and uplift those that are marginalized.