

Summary: The Revolution Will Be Intersectional: Ways to Provide Truly Intersectional Programs and Services

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Why the Revolution MUST be Intersectional-

“Laws and policies usually only address one form of marginalized identity. The overlapping of multiple oppressed identities often go overlooked. Since these identities are ignored, there is a lack of resources needed to combat the discrimination, and ***the oppression is cyclically perpetuated.*** “

Crenshaw, Kimberlé (July 1991). "Mapping the margins: intersectionality, identity politics, and violence against women of color". Stanford Law Review. Stanford Law School. 43 (6): 1241–1299. doi:10.2307/1229039. JSTOR 1229039

Begin Where You Are-

Ask yourself:

- “Why are most of the people present at our events and meetings [fill in the blank] _____ (white, middle class, straight, Christian, gender-conforming, formally educated) people?”
- “Who am I failing to include in the conversation?”
- “Why are we operating this way?” (It’s easier, faster, cheaper, familiar, safer...???)
- “What steps could I take to make sure more voices are at the table?”
- “What do I have to give up/risk to make this happen?”

Factors to Consider:

- **Race 1st, Gender 2nd**- For a person of color, it can be a betrayal of their race when we speak up about gender issues which makes intersectionality invisible.
- **Problematic relationship that people from marginalized groups have had with law enforcement and the judicial system**- there is a code of protectiveness and silence within the community where problems are addressed without the assistance of systems and formal institutions.

Solutions:

The Easier Stuff-

- Outreach and consult with key groups and organizations
- Training
- Representative membership

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- Visibility

The Harder Stuff-

- Policy development
- Representative leadership
- Solidarity Statements *use your privilege to create opportunities for others who are part of marginalized groups

The Real Deal-

- Look at how power is shared
- Alternative ways of holding people accountable
- Have multiple funding streams
- Re-think research and evaluation techniques

Our Mandate:

How can we create programs and services that honor and center intersectionality in our community?

Resources:

- 14 Characteristics of an Intersectional Mass Movement- <https://organizingchange.org/14-intersectional-movement-characteristics/>
- 50 Groups To Learn About If You're Committed To Intersectional Feminism https://www.huffingtonpost.com/entry/50-groups-to-learn-about-if-youre-committed-to-intersectional-feminism_us_5887b050e4b0441a8f715df7
- Power in Partnerships: Building Connections at the Intersections of Racial Justice and LGBTQ Movements to End the School-to-Prison Pipeline https://b3cdn.net/advancement/85066c4a18d249e72b_r23m68j37.pdf
- Movements as Mosaics: A Call to Practice Intersectionality <http://www.movetoendviolence.org/blog/movements-mosaics-call-practice-intersectionality/>

Action planning worksheet (adapted from the Intersectionality Toolkit)

Whether you are new to intersectionality, or your organization already takes an intersectional approach in its work, action planning is always important. Action planning is about identifying a specific goal or goals you would like to achieve and mapping out the steps needed to achieve them. The template provided below can be used to guide you through this process. Simply answer each of the questions below to create your initial improvement plan. This can be done individually, but is often better as a group exercise, involving staff, volunteers and participants of the group or organization.

<p><u>CONTEXT</u> What does/can my organization (and/or I) do to ensure an intersectional approach in our work?</p>	<p><u>OBJECTIVE</u> What specific objective(s) do I want to achieve?</p>	<p><u>KEY STEPS</u> What key steps do I need to take in order to reach my objective(s)?</p>	<p><u>IDENTIFYING CHALLENGES</u> What are some of the key challenges I may face in reaching my objective(s)?</p>	<p><u>ADDRESSING CHALLENGES</u> What can I do to mitigate or address the key challenge(s)?</p>	<p><u>EVALUATING OUTCOMES</u> How can I evaluate progress to see if I achieved my objective? What worked well/could be improved? What are the next steps?</p>

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