
August 26, 2021

DEI WEBINAR SERIES

Intersectionality

Webinar Reminders

- Everyone's line is muted. Please keep your microphone muted when not speaking to prevent background noise. Use the raise hand function to be unmuted.
- If you find the chat distracting you are welcome to keep it minimized. We will repeat all questions or comments that speakers address.
- This webinar is being recorded and the link will be shared. Chat messages to all attendees is show on the recording
- We are using Zoom's Transcription service. This is automated and we can't guarantee 100% accuracy.



Community Norms

1. Be respectful
 1. Assume positive intent but understand impact.
2. If you are offended or uncomfortable, please let us know. You can privately contact staff if you don't want to share with the full group.
3. Bring your full self and limit distractions.
4. No one knows everything, together we know a lot.
5. Share your pronouns if you are comfortable.



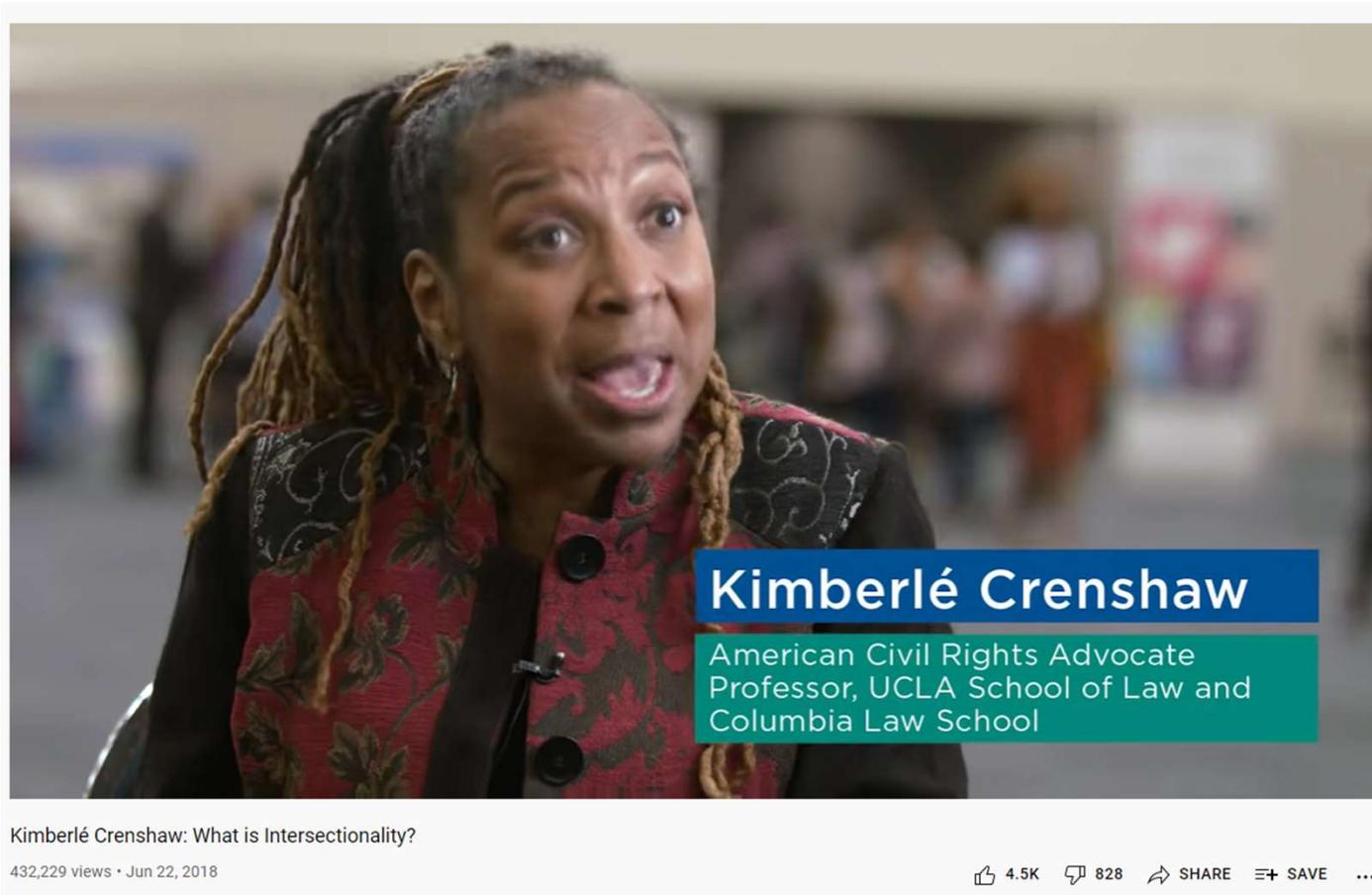
Defining Intersectionality

- Intersectionality is 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 1989.

Defining Intersectionality

- It began as an exploration of how gender and race intersect in the treatment of black women and has since expanded to include the ways in which our diverse dimensions mean a person can experience intersecting layers of oppression as well as experience privilege and oppression.

Defining Intersectionality





Examples

- Identities: Male, White, Gay, Dyslexic

Privilege	Oppression
Male	Gay
White	Dyslexic

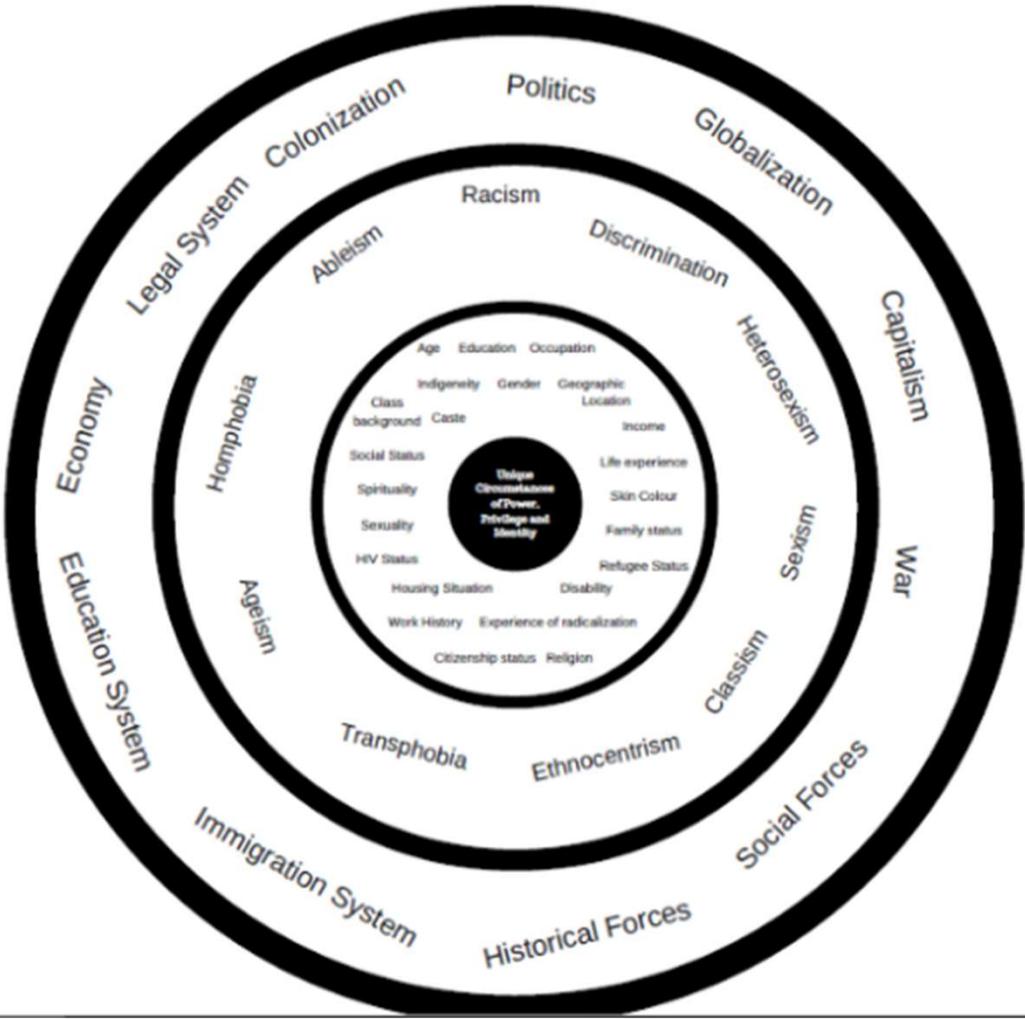
Examples

- Identities: Woman, Black, Wealthy, Heterosexual

Privilege	Oppression
Wealthy	Woman
Heterosexual	Black

Another View

Adapted from: CRIAW / ICREF's Intersectionality wheel

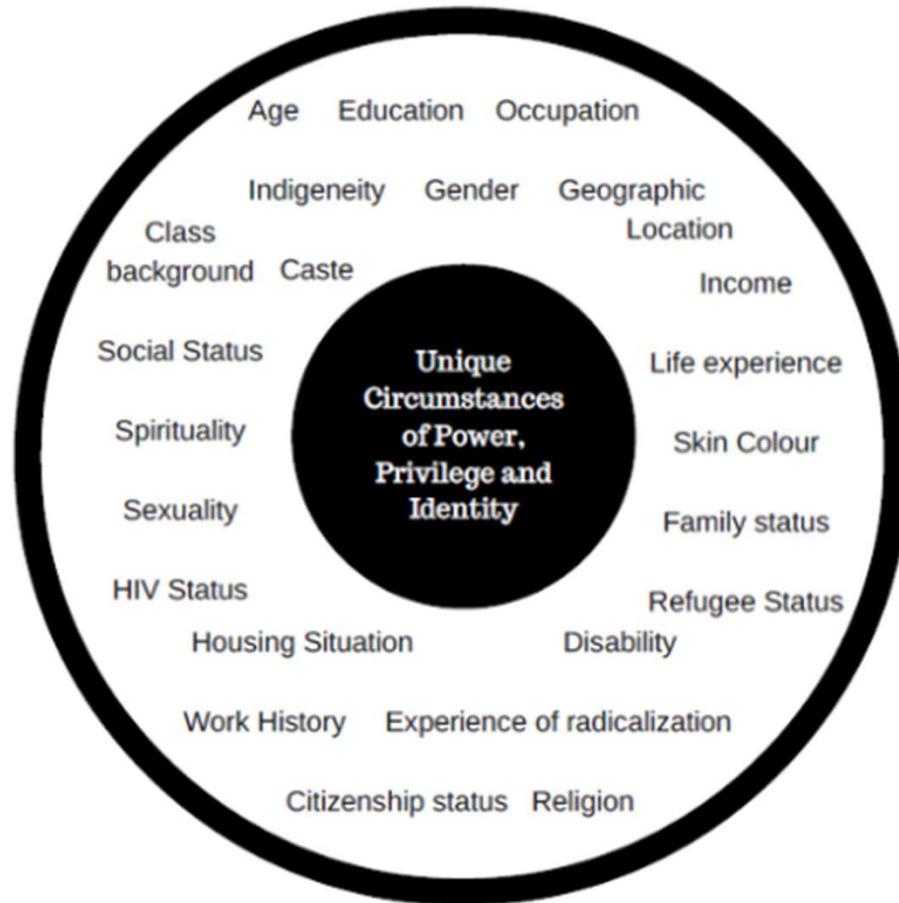


Adapted from: CRIAW / ICREF's Intersectionality wheel

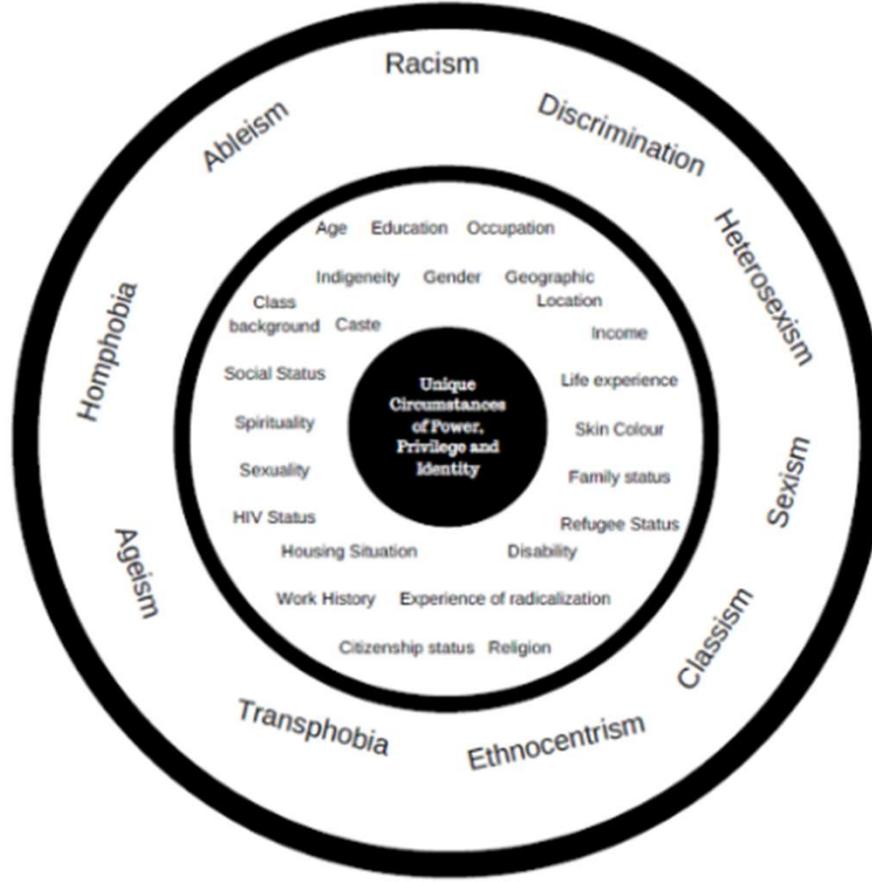
A large, solid black circle is centered on the page. Inside the circle, the text 'Unique Circumstances of Power, Privilege and Identity' is written in a white, serif font, centered both horizontally and vertically.

Unique Circumstances of Power,
Privilege and Identity

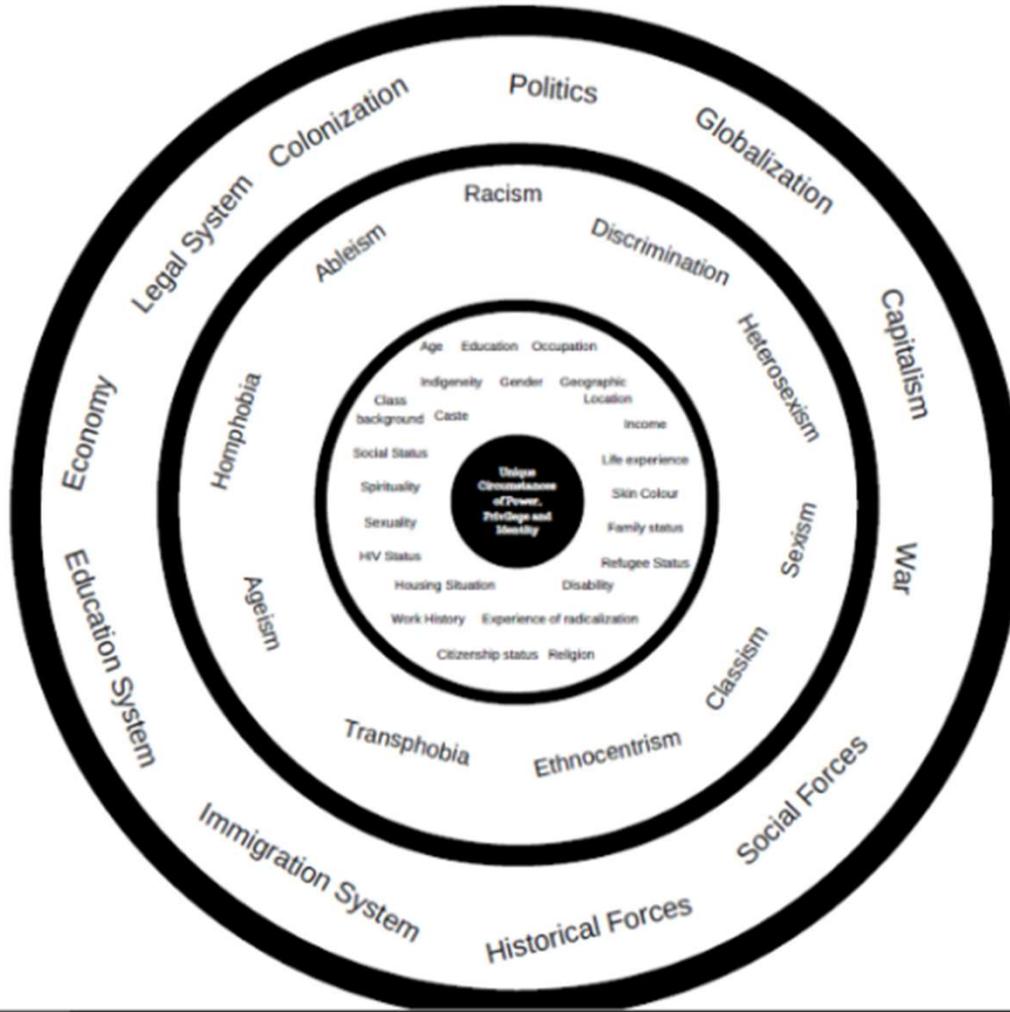
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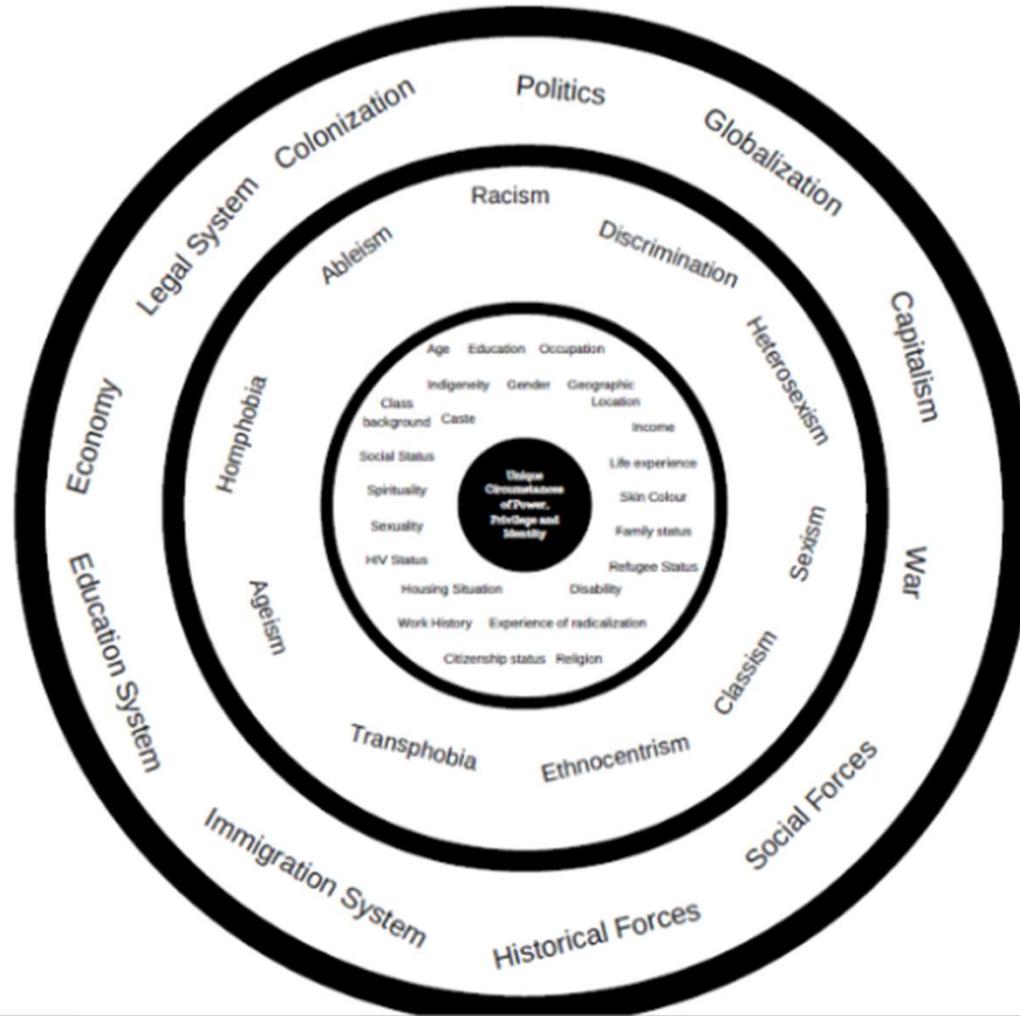
Adapted from: CRIAW / ICREF's Intersectionality wheel



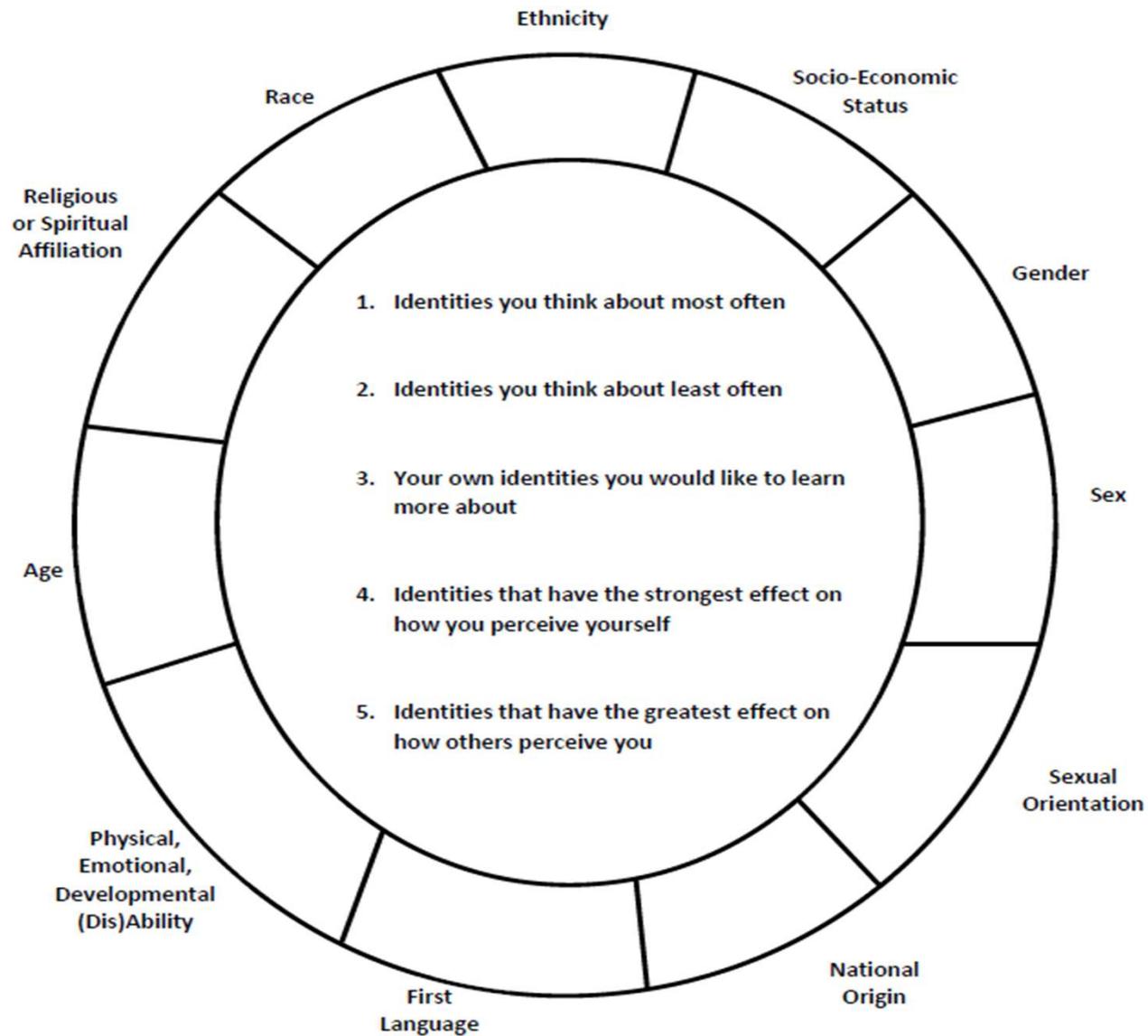
Adapted from: CRIAW / ICREF's Intersectionality wheel



Adapted from: CRIAW / ICREF's Intersectionality wheel



Social Identity Wheel



Adapted for use by the Program on Intergroup Relations and the Spectrum Center, University of Michigan.

Resource hosted by LSA Inclusive Teaching Initiative, University of Michigan (<http://sites.lsa.umich.edu/inclusive-teaching/>).

Intersectionality and Our Work

- How we talk about the history of voting rights.
- How we talk about women's rights.
- How we enter into partnerships





Thank You

