



- *The ISS Mary Anne Haas* -  
**WOMEN'S SYMPOSIUM**

presents

— “*When Her Shackles* —  
*Are Different Than My Own ...*”

Exploring the Power and Necessity of Intersectionality  
in Women's Liberation and Leadership

**Facilitated by Alysa Perreras**



# ***“When her Shackles are Different Than my Own...”***

## **Session 2**

**ISS Women's Symposium 2021**



Excited to continue  
learning together...

## Community Objective:

- We will identify and engage in dialogue about the factors that inhibit authentic intersectional praxis, both on a systemic and personal level
- We will explore vulnerability as a tool of authentic leadership



# Access the participant guiding document



# Collaborative Reflection - 8min

## Recapping last session!

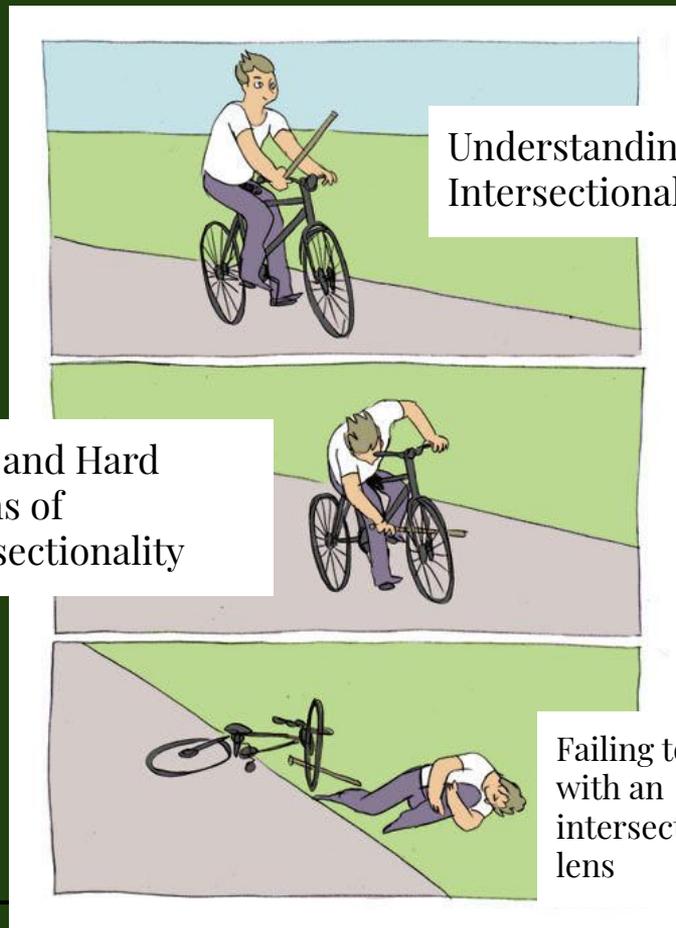


# What is Intersectionality and WHY does it matter?- 8 min

Scenario 1	Scenario 2
<p>A group of HS teachers begin a campaign in their school community to address social media pressure, specifically the standards of beauty, placed on young women.</p>	<p>Recognizing the increased toll that the pandemic has taken on teacher mental health, the leadership body compiles a list of self care tips for staff.</p>
<p><b>Guiding Questions:</b></p> <ul style="list-style-type: none"><li>• <i>What are some of the harmful outcomes that could result from ignoring intersectionality in this scenario?</i></li><li>• <i>Discuss the value of applying an intersectional informed lens to the scenario by dialoguing about what it LOOKS LIKE in practice?</i></li></ul>	



# From Understanding to Action



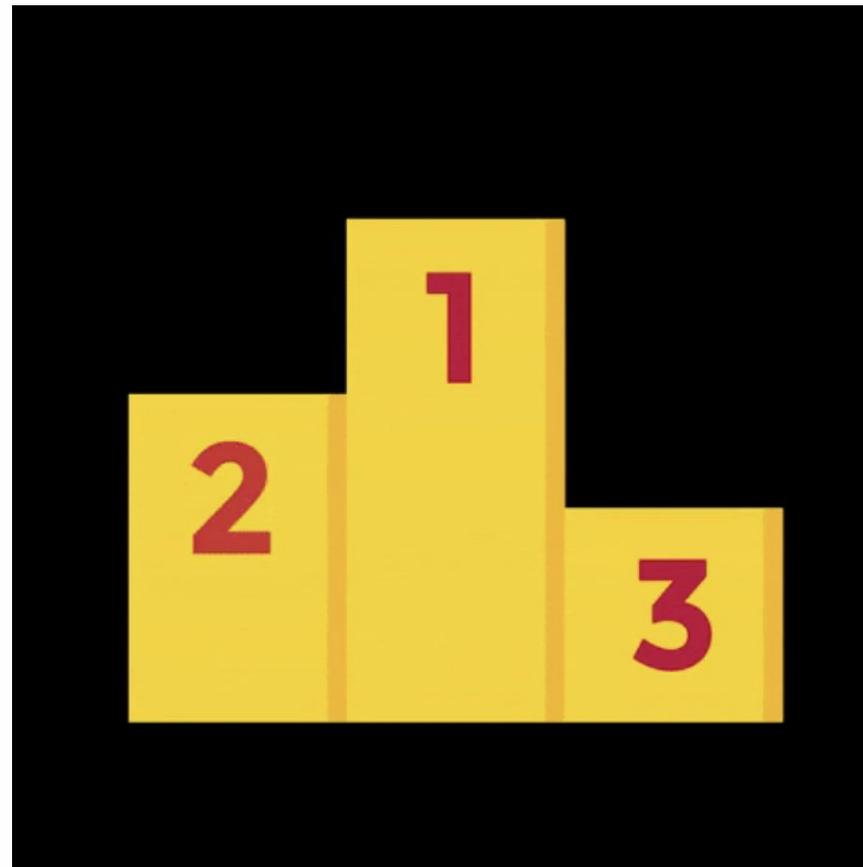


## Myth # 1:

*“Stuck in hierarchies  
of Victimhood”*

or...

**“Intersectionality  
Stalls Progress”**



# What this myth fails to understand...

- Intersectionality does not prescribe any single truth or reality
- Acknowledging complexity and criticality means making decisions rooted in authentic change and sustainability (not just slowing down....)

*“Intersectionality is not a belief system, or a prescribed set of behaviours, or a political position. It's not a thing your organisation needs to do, per se. Instead, it's a framework, a scheme or system to understand the complexities of discrimination.”*

*(Leon, 2020)*



**Myth # 2:**

**“Freedom as  
Pie”**



# What this myth fails to understand...

- Freedom can be an expansive and infinite reality; oppressive **SYSTEMS** have stolen our imagination
- Until all of us are free, we will always be stuck in cycles of 'managing' power and oppression versus true liberation

*"Trans women, particularly Black and Indigenous trans women, are directly targeted by multiple systems of oppression that compound to create a culture of violence... when these women are free it would mean that everyone else would have to be free since our freedom would necessitate the destruction of all the systems of oppression."*

*(HRC, 2020)*



## Hard Truth:

We all likely have some  
level of deeply  
programmed and  
internalized superiority





**Superiority: a complex multi-generational socialization process that teaches people to believe, accept and or live superior societal definitions of self**

---



# Leading from an intersectional framework means...

## We willingly wrestling with...

- The hierarchies in our mind
  - Our superiority beliefs about our own entitlement, intellect, normativity, meritocracy
- Resentments around other people living in their truth (remember, freedom isn't pie!)



# Collaborative Reflection- 10 min

- What is resonating with you? What is new? What is difficult? Why?





So now  
what?





## Shame

- “I am a mistake”
- “I am a horrible person”
- “I doesn’t matter what I do now”

## Guilt

- “I made a mistake”
- “I caused harm”
- “There is a way for me to take responsibility for my harm”



**Guilt alone is NOT productive.  
It is a better entry point than  
shame-- but alone, it is  
*performative.***



# It Won't Always Be Straight Forward



**We WILL make MISTAKES**



# Vulnerability in Reckoning w/ Mistakes and Navigating Guilt

---



# Vulnerability and Accountability

## Vulnerability....

- “Is uncertain and emotional exposure”
- Is acknowledging our mistakes and the harm we caused
- Is committing to doing better, knowing we may still mess up again

## Vulnerability IS NOT...

- Victimizing ourselves through shame and/or guilt
- Separate from accountability or continued growth
  - Vulnerability w/o changed behavior become performative and gaslighting behavior



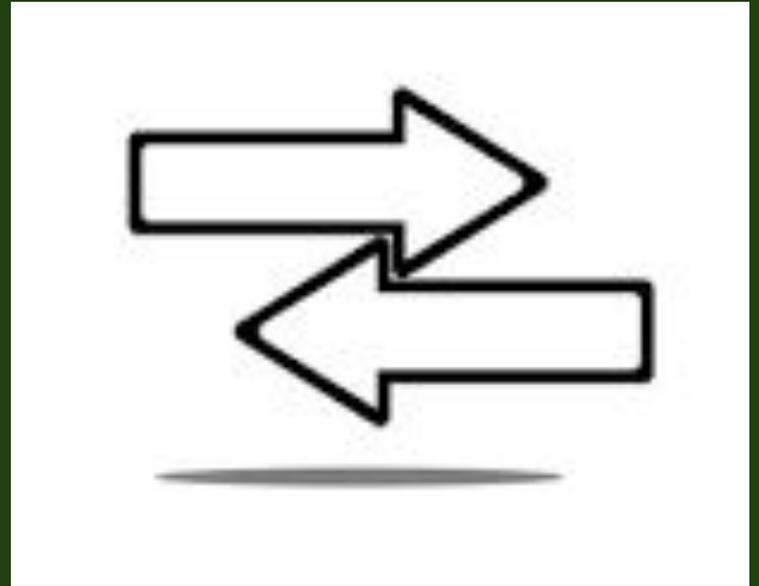
# Vulnerability in Practice- 12 min

- Reflect on a time we failed to include intersectionality in our leadership practice.
  - Who was harmed? Who benefited? What myth or hard truth was driving that choice?





Our commitment  
to liberation work  
will always be on a  
spectrum; be  
vigilant and  
willing to redirect



**Coming up...**

- **Building our intersectionality toolkit**



# POLL Question

What will you  
learn best  
from in our  
last session  
together?

---



- Brown Brené. (2015). *Daring greatly: How the courage to be vulnerable transforms the way we live, Love, parent, and lead.* Penguin Life.
- Culp Jr, J. M. C. (1996). The intersectionality of oppression and its negation of color blind remedies. *A Different Vision*.  
<https://doi.org/10.4324/9780203012642.ch4>
- Hooks, B. (2015). *Ain't I A woman: Black women and feminism*. Routledge, Taylor & Francis group.
- Human Rights Campaign . (2021). *5 things to know to make your feminism trans-inclusive*. HRC. Retrieved October 25, 2021, from <https://www.hrc.org/resources/5-things-to-know-to-make-your-feminism-trans-inclusive>.
- Leon, A. (2020, September 17). *What is intersectionality and why it doesn't just mean "really, really diverse"*. LinkedIn. Retrieved October 25, 2021, from <https://www.linkedin.com/pulse/what-intersectionality-why-doesnt-just-mean-really-leon-he-him-/>.
- Moroney, F. (2018, August 16). *Why my "good intentions" aren't enough to dismantle white superiority*. Everyday Democracy. Retrieved October 25, 2021, from <https://www.everyday-democracy.org/news/good-intentions-aren%E2%80%99t-enough-dismantle-white-superiority>.
- Nash, J. C. (2008). Re-thinking intersectionality. *Feminist Review*, 89(1), 1-15. <https://doi.org/10.1057/fr.2008.4>



- *The ISS Mary Anne Haas* -  
**WOMEN'S SYMPOSIUM**

*Thank you!*

Stay updated and connected at [ISS.edu/WomenLead](https://ISS.edu/WomenLead)

[@ISSCommunity](https://twitter.com/ISSCommunity) • [#ISSedu](https://twitter.com/ISSedu) • [#WLead](https://twitter.com/WLead) • [Facebook.com/groups/ISSWomenLead](https://facebook.com/groups/ISSWomenLead)