



- *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

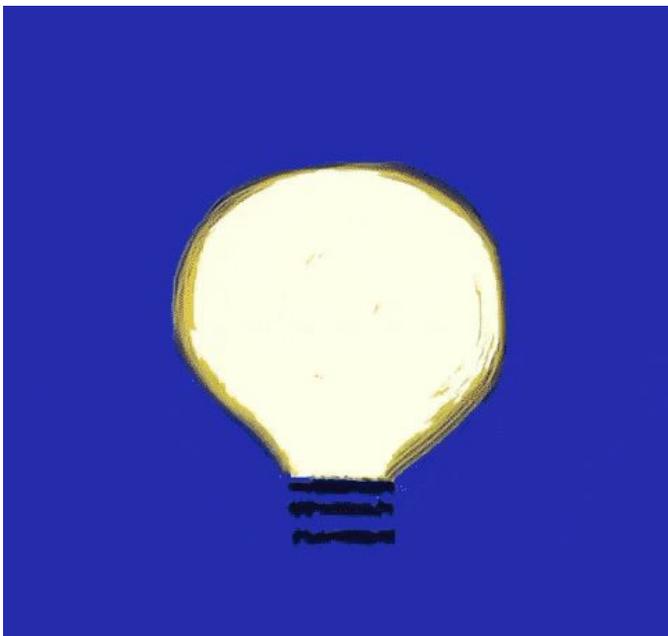
Facilitated by Alysa Perreras

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

Session 3

ISS Women's Symposium 2021





Excited for our continued
growth together!

Community Objective:

- **Co-create an
intersectional toolkit to
develop concrete steps
towards embracing
intersectionality in
leadership practice**



Access the participant guiding document

Meet your learning community today - 6 min

- **Discuss with your learning community how you might begin to apply your new learning in your current role.**
 - **What questions you are coming up with for you?**

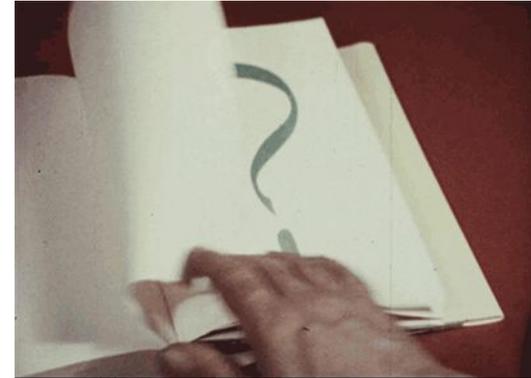


Questions Continuum for an Intersectional Lens

Intersectionality as a lens NOT a destination- Begin with YOU

Who am I? How does my identity impact how I view and experience the world?

- What am actively doing to address any blindspots that come from my privilege? Am I using parts of my identity to avoid accountability for wrestling with those blindspots?



Questions Continuum for an Intersectional Lens

Intersectionality as a lens NOT a destination

- Who are the people MOST impacted by the issue you are addressing?
 - *Remember intersectionality reminds us liberation is most effective **when oppression is addressed from the root**
- Are there subgroups and identities within this larger group that go or have gone unnoticed?
 - Examine proximity to power
 - Have the groups/people/individuals changed over time/context?
 - What issues have been historically left out of discussions of this issue?
- What are the **systems** that contribute to making this particular group vulnerable to this or other issues?
 - EX: When grappling with something that is a manifestation of white supremacy, ask “where is the patriarchy in this?” “where is the cisheteronormativity in this?” “where is the ableism in this?” “where is the xenophobia in this?” etc..



My Example

- Are there subgroups and identities within this larger group that go or have gone unnoticed?
 - Examine proximity to power
 - Have the groups/people/individuals changed over time/context?
 - What issues have been historically left out of discussions of this rights issue?
- What are the **systems** that contribute to making this particular group vulnerable to this or other issues?
 - EX: When grappling with something that is a manifestation of white supremacy, ask “where is the patriarchy in this?” “where is the cisheteronormativity in this?” “where is the ableism in this?” “where is the xenophobia in this?” etc





Collaborative Reflection: 10 min

Reflect on guiding questions
and example:

- What takeaways do you have?
- How might they support a move from *understanding to action*





Intersectionality in Action: A Conversation with Professor Kimberlé Crenshaw



zoom

Building our Intersectional Lens

Case Studies: What questions can I ask here? How might that change the planning of these events?

In protest of oppressive new laws severely criminalizing reproductive rights, a local non-profit in Texas develops a two-part response:

- A plan to convene at the town hall meetings on three consecutive Thursday's held at city hall to demonstrate collective voice against these laws
 - A website that allows women who've benefited from state supported reproductive services to post and share their stories
-

Building our Intersectional Lens

Case Studies:

What questions can I ask here? How might that change the planning of these event?

2 min of silent reflection

Worried about the impact on mental health that the Covid19 crisis has had on young people, a high school decided to have a SEL day where the following two things occur:

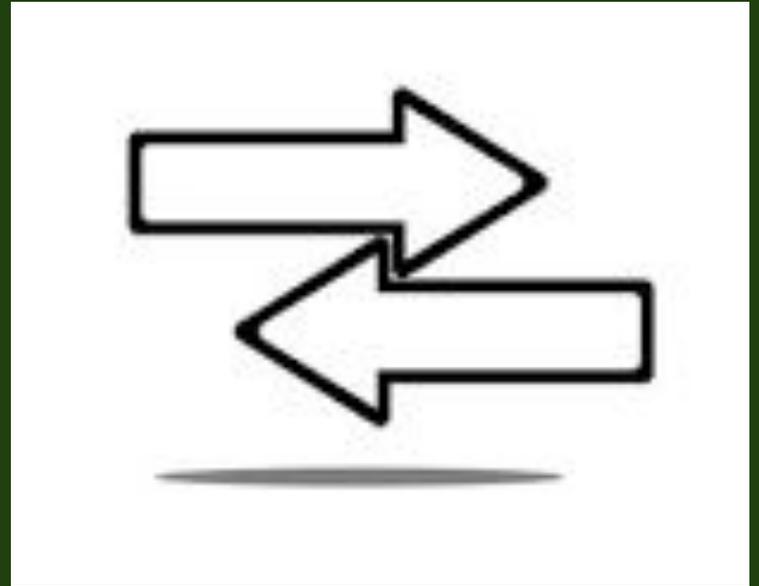
- In order to normalize that it is okay to struggle, especially during this time, a zoom presentation is given by a national organization showing aggregate data on mental health concerns in teens.
- Students are then randomly assigned to mixed, small groups of 10-12 to debrief the presentation with a teacher and counselor present.

Collaborative Reflection- 10 min

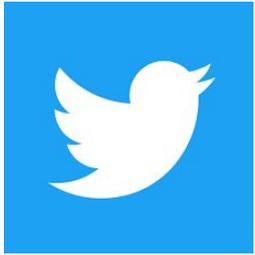
What questions might you ask? How might that impact the planning of this event? What are your takeaways from our time today?



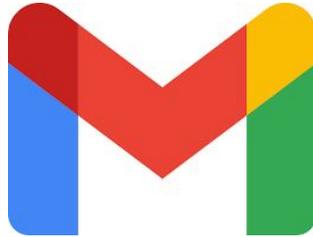
Our commitment
to liberation work
will always be on a
spectrum; be
vigilant and
willing to redirect



Q & A



[@PerrerasAlysa](#)



amperreras@gmail.com



alysaperreras.org

Staying Connected



References

- Baruch , M., & Tomlinson , Y. (201AD). *Framing Questions on Intersectionality* . US Human Rights Network . Retrieved from : https://www.ushrnetwork.org/sites/ushrnetwork.org/files/framing_questions_on_intersectionality_1.pdf.
- Equal Opportunity Affirmative Action Institution. (2021). *Intersectional pedagogy*. Intersectional Pedagogy | Denver. Retrieved November 15, 2021, from <https://operations.du.edu/inclusive-teaching/intersectional-pedagogy>.
- Nash, J. C. (2008). Re-thinking intersectionality. *Feminist Review*, 89(1), 1-15. <https://doi.org/10.1057/fr.2008.4>
- The Opportunity Agenda. (2021). Ten Tips for Putting Intersectionality into Practice . New York City ; The Opportunity Agenda .
- Winker G and Degele N. (2011) Intersectionality as multi-level analysis: Dealing with social inequality. *European Journal of Women's Studies* 18(1): 51-66.



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

Thank you!

Stay updated and connected at 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)