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
Community Objective:

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

Excited for our continued growth together!
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 are you coming up with for 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 is 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
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
Worried about the impact on mental health that the Covid-19 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.

2 min of silent reflection
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


Thank you!

Stay updated and connected at ISS.edu/WomenLead

@ISSCommunity • #ISSedu • #Wlead • Facebook.com/groups/ISSWomenLead