Ableism, Racism, Sexism, Oh my!: Let’s explore intersectionality for a new generation of IL

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Introductions
Workshop Objectives
What is Intersectionality?
A young black woman in a purple top and blue jeans and using a pair of red crutches is being confronted by her mixed race parents. The white father, who has a hangdog expression on his face along with a droopy brown moustache and who is wearing a blue top and grey trousers, is standing behind his black wife. She is wearing an orange top over a deep red skirt and has her hands on her hips. The mother is saying to the young woman; "What do you mean you're a Lesbian - we thought you were Disabled?!"
Demonstrators lunch on food provided by groups including Black Panthers and church organizations.
An example of Intersectionality:
Systems Thinking: The Iceberg Exercise
Defining Oppression

Power + Bias + Dominant Group Gaining at Expense of Marginalized Group = Oppression
What life experiences or qualities do you bring to your CIL?

Examples:

1. A member of the LGBTQ community
2. Years of experience as an advocate
3. Post-ADA generation
4. I participate in other social movements outside of the disability community
5. A person of color
6. Inquired my disability with age
Answer the following questions:

1. What is one thing you’re able to understand because of your identity or life experience?

1. What is one thing you haven’t been able to understand/or may have trouble understanding because of your identity?
The Gender Unicorn

Gender Identity
- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression/Presentation
- Feminine
- Masculine
- Other

Sex Assigned at Birth
- Female
- Male
- Other/Intersex

Sexually Attracted To
- Women
- Men
- Other Gender(s)

Romantically/Emotionally Attracted To
- Women
- Men
- Other Gender(s)
Pronouns?
Tips to be more inclusive:

1. Incorporate pronouns as part of introductions in group settings
2. Provide multiple gender options on forms
3. Encourage staff to list their pronouns as part of their email signature
4. Advocate for these practices even if you are not trans or gender nonconforming
Wrap up and Takeaways