

What is Intersectional Feminist Leadership?

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Learning Objectives: At the end of this workshop, participants will be able to:

- Articulate a basic definition of intersectional feminism
- Examine how social constructs and systems of power, including gender, sexism, and cissexism, impact work environments and notions of leadership
- Imagine at least one way you can bring intersectional feminism to bear on your own leadership style

Think/Pair/Share

When you think of a leader, who comes to mind?

What does a leader look and act like?

What does a leader do?

Key Terms and Definitions:

- **Gender:** a social construct used to classify someone as a man, womxn, non-binary person, or other identity. Can be expressed in many different ways.
- **Sex:** a medically constructed categorization. Sex is often assigned based on the appearance of the genitalia, either in ultrasound or at birth.
- **Sexism:** The cultural, institutional, and individual set of beliefs and practices that privilege men, subordinate women, and devalue ways of being that are associated with women.
- **Cissexism:** The pervasive system of discrimination and exclusion that oppresses people whose gender and/or gender expression falls outside of cis-normative constructs. This system is founded on the belief that there are, and should be, only two genders & that one's gender or most aspects of it, are inevitably tied to assigned sex. Within cissexism cisgender people are the dominant/agent group and trans*/ gender non-conforming people are the oppressed/target group.
- **Gender Equity:** the social constructions of gender lead to disparities in social, economic, and political opportunities. To achieve gender equity, disparities specifically impacted by one's other salient identities should be identified and addressed in ways that rectify imbalances between all genders.
- **Intersectionality:** A term coined by law professor Kimberlé Crenshaw in the 1980s to describe the way that multiple systems of oppression interact in the lives of those with multiple marginalized identities. Intersectionality looks at the relationships between multiple marginalized identities and allows us to analyze social problems more fully, shape more effective interventions, and promote more inclusive advocacy amongst communities.
- **Intersectional Feminism:** Rooted in Kimberlé Crenshaw's intersectionality theory, intersectional feminism recognizes that gender equity is only achieved by dismantling all systems of oppression.

Sources: UC Davis LGBTQIA RC Glossary; UC Davis WRRRC Glossary

INTERSECTIONALITY

a fun guide



this is Bob.

Hi!

Bob is a stripey blue triangle. AND SHOULD BE PROUD.

yo! me!

SADLY SOME PEOPLE DO NOT LIKE BOB. BOB FACES OPPRESSION FOR BEING A TRIANGLE, & FOR HAVING STRIPES.



LUCKILY, THERE ARE LIBERATION GROUPS! BUT THEY AREN'T INTERSECTIONAL.

SO THEY LOOK LIKE THIS



THEY DON'T TALK TO EACH OTHER. IN FACT, THEY COMPETE.

BOB CAN'T WORK OUT WHERE TO GO.

AM I MORE STRIPE OR TRIANGLE?

I'M MORE OPPRESSED!

NO, I AM! 'DISCRIM' MORE!

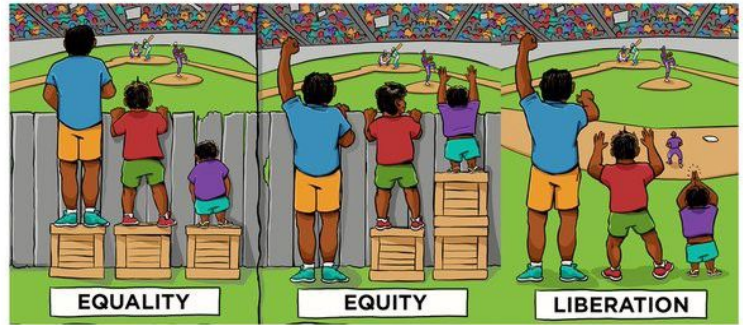
BOB WISHES THAT THE TRIANGLES AND STRIPES COULD WORK TOGETHER.

OPPRESSION OF ONE AFFECTS US ALL!

NO LIBERATION WITHOUT EQUITY REPRESENTATION!

INTERSECTIONALITY IS THE BELIEF THAT OPPRESSIONS ARE INTERLINKED AND CANNOT BE SOLVED ALONE.

OPPRESSIONS ARE NOT ISOLATED. INTERSECTIONALITY NOW!



Examples of Social Identifiers

- Ability
- Age
- Ethnicity
- Gender
- Race
- Religion
- Sexual Orientation
- Socioeconomic Status (Class)
- Educational Background
- Academic/Social Achievement
- Family of Origin, Family Make Up
- Geographic/Regional Background
- Language
- Learning Style
- ?

Think/Pair

Think of 1-2 ways your own identities have impacted the way you work and learn. How is your own leadership style related to your intersecting identities?

Takeaways

Based on what you've learned today, brainstorm ways to create working and learning environments that are more equitable and intersectional.

What can I do right now?

What can I work on over time?

What do I wish others would do?