

10.03.21

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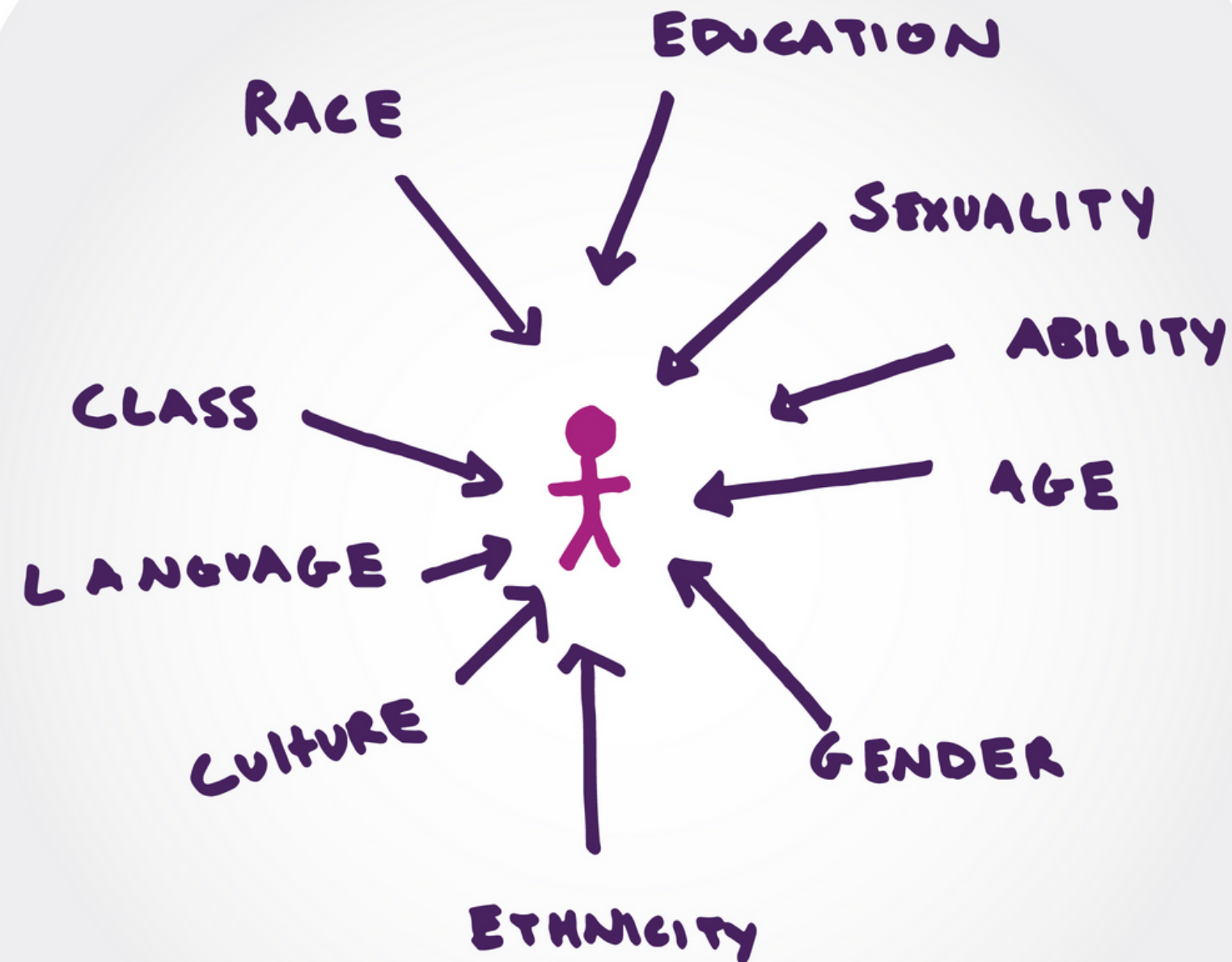
INTERSECTIONALITY





“Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It’s not simply that there’s a race problem here, a gender problem here, and a class or LGBTQ problem there. Many times that framework erases what happens to people who are subject to all of these things.”

... **IN IT'S CORE**



Intersectionality

Intersectionality is about fighting discrimination *within* discrimination, tackling inequalities *within* inequalities, and protecting minorities *within* minorities.

... ANOTHER TERM?

Intersectionality
(multilevel analysis)

Deals primarily with the systems that produce identities and maintain the underlying hierarchies.

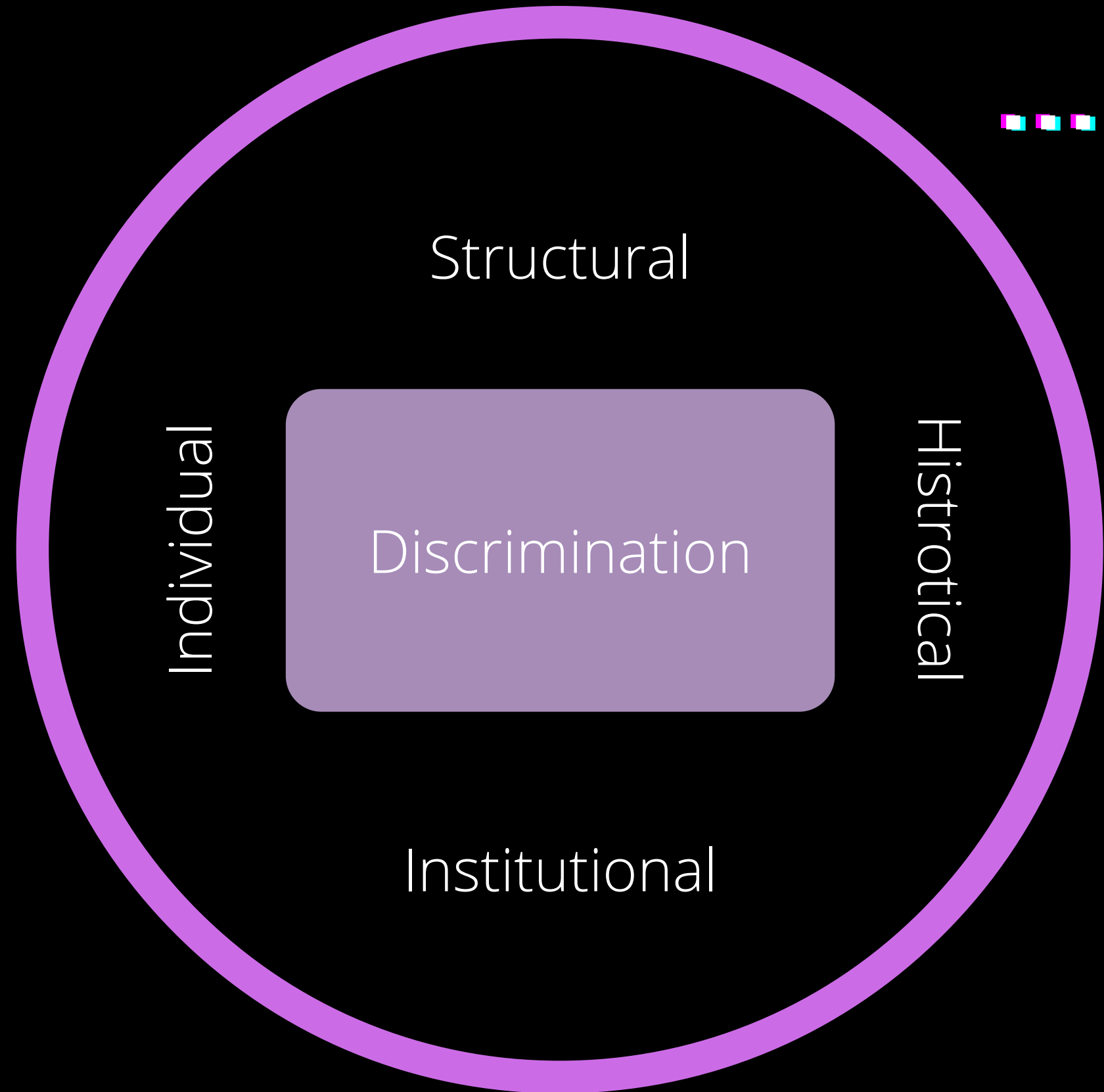
Multiple discrimination
(individual level)

Occurs as soon as a person belongs to different marginalised groups on the basis of several identity characteristics (e.g. gender, skin colour, sexual orientation, religion) and is discriminated against.

Diversity
(individual level)

Recognition of the diversity of people with a strong focus on the individual background of experience.

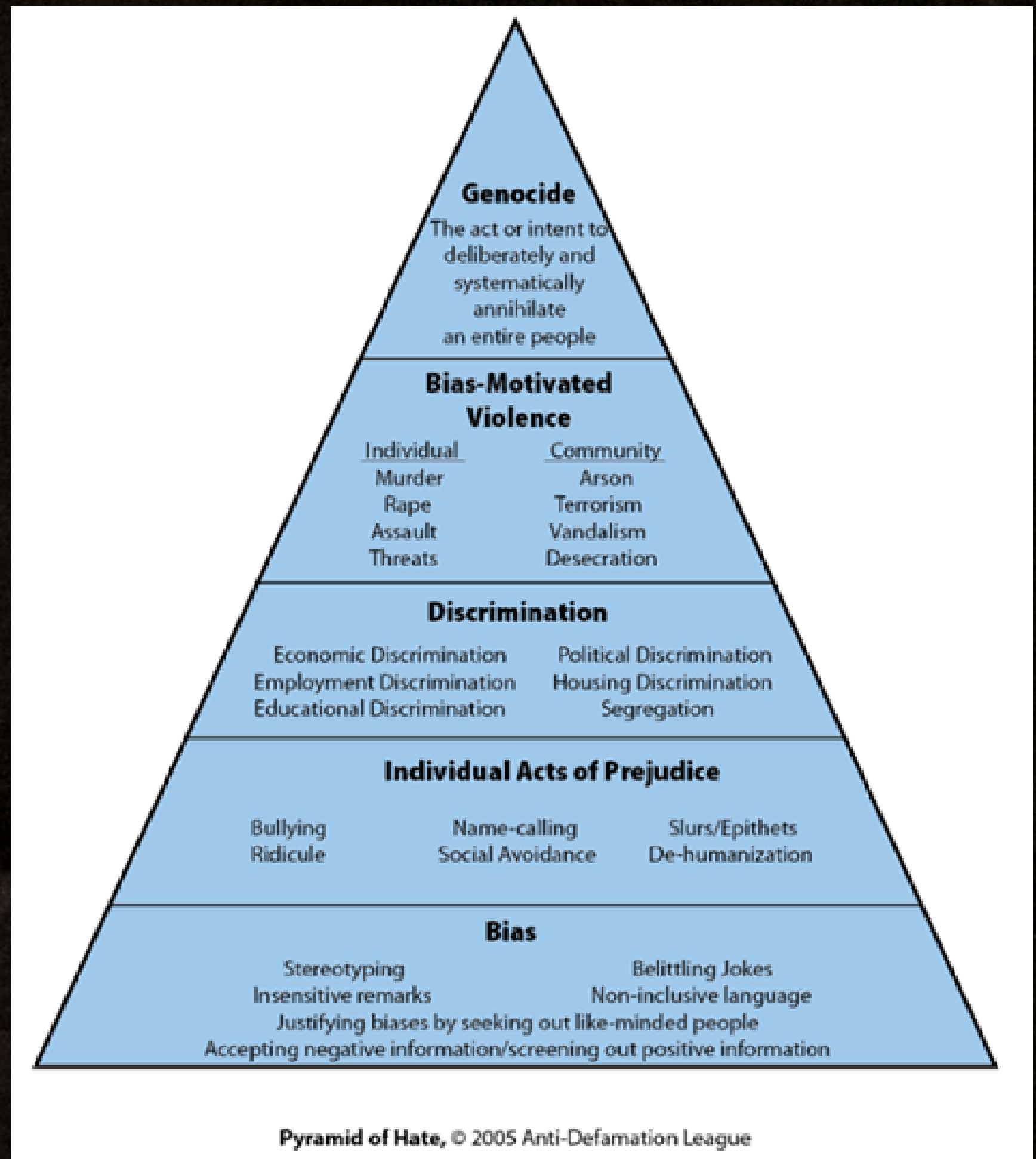
... AND PRIVILEGE




... IN PRACTICE

- *Intersectionality Assessment* of project context (sector, country, target group and stakeholders) --> **disaggregated data is key!**
- intersectional indicators, equality data
- inclusive language
- event management (accessibility)
- awareness-raising activities (anti-bias trainings, sensitization)
- search for relevant tools and strategies concerning intersectional capacity development

**intersectionality is an analytical framework,
it is a tool!**





**"There is no such thing
as a single-issue struggle
because we do not live
single-issue lives."**

Audre Lorde

Writer, Womanist, Civil Rights Activist

ICEBREAKER

1. What is the first step for you to apply intersectionality concretely in your specific project context?
2. Where do you see the main challenge(s) in applying intersectionality in your specific project context?

"If we can't see a problem, we can't fix the problem."

-Kimberlé Williams Crenshaw



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**NICE TO
SEE YOU!**

