

**Learning How to be
Anti-Racist: Special Topics
*Intersectionality***

3/10/21

Slides and materials from the discussion held on 3/10/21

COMMUNITY EXPECTATIONS

- 1) Please change your name in Zoom to include your pronouns.
- 2) Prepare to get uncomfortable and lean into that.
- 3) Use the “raise hand” feature if you would like to speak next.
- 4) Assume good intentions when others are speaking and take a breath before responding.
- 5) Use “I” statements and speak from your own experiences.

voices
FOR JUSTICE
EQUITY & ARTS SERIES

Free Virtual Community Event



Academic Affairs
Diversity, Equity & Inclusion

**Carpenter
center**
carpenterarts.org



**BEN
CRUMP**
Civil Rights Attorney
03.24.21

POP QUIZ

**What is the difference between White
Supremacy and White Supremacists?**

What are the 14 characteristics of white supremacy?

- Bootstrap Theory
- Broken Windows Theory
- Code Switching
- Colonization
- Colorism
- Cultural Appropriation
- Cumulative Advantage
- Defensiveness*
- Either/Or Thinking*
- Fear of Open Conflict*
- Fetishization
- Individualism*
- Mass Incarceration
- Meritocracy Myth
- Microaggressions
- Model Minority Myth
- Objectivity*
- Only One Right Way*
- Paternalism*
- Perfectionism*
- Performative Allyship
- Power Hoarding*
- Prison Industrial Complex
- Progress is Bigger, More*
- Quantity Over Quality*
- Racial Wealth Gap
- Respectability Politics
- Reverse-Racism
- Right to Comfort*
- Sense of Urgency*
- Spiritual Bypassing
- Tokenism
- Tone Policing
- Toxic Positivity
- Virtue Signaling
- Warrior Mentality
- White Fragility
- White Privilege
- White Savior Complex
- Worship of the Written Word*



Happy Women's History Month!

International Women's Day



Ain't I a Woman?

By Sojourner Truth

That man over there says that women need to be helped into carriages, and lifted over ditches, and to have the best place everywhere.

Nobody ever helps me into carriages, or over mud-puddles, or gives me any best place! And ain't I a woman?

Look at me! Look at my arm! I have ploughed and planted, and gathered into barns, and no man could head me! And ain't I a woman?

I could work as much and eat as much as a man – when I could get it – and bear the lash as well! And ain't I a woman?

I have borne thirteen children, and seen most all sold off to slavery, and when I cried out with my Mother's grief, none but Jesus heard me! And ain't I a woman?

“When Sojourner Truth rose to speak, many white women urged that she be silenced, fearing that she would divert attention from women’s suffrage to [the abolition of slavery]...”

When feminist theory and politics that claim to reflect women’s experiences and women’s aspirations do not include or speak to Black women, Black women must ask, ‘Ain’t we women?’”

- Kimberlé Crenshaw

INTERSECTIONALITY

“It’s basically a lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other. We tend to talk about race inequality as separate from inequality based on gender, class, sexuality, or immigrant status. What’s often missing is how some people are subject to all of these, and the experience is not just the sum of its parts.”

Intersectionality is simply about how certain aspects of who you are will increase your access to the good things or your exposure to the bad things in life.”

-Kimberlé Crenshaw

INTERSECTIONALITY

“[Crenshaw’s intersectionality is] not really concerned with shallow questions of identity and representation but... more interested in the deep structural and systemic questions about discrimination and inequality.”

-Kevin Minofu

Gender Identity

Disability

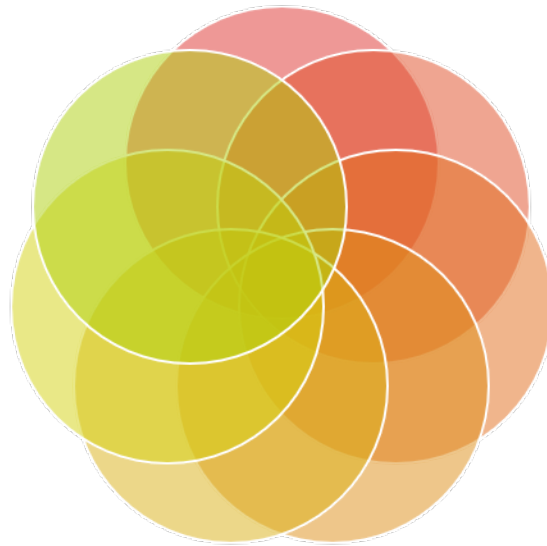
Race

**Sexual
Orientation**

Ethnicity

Nationality

Social Class



INTERSECTIONALITY

Origins

- Kimberlé Crenshaw
 - *Demarginalizing the Intersection of Race and Sex*
1989
 - Three legal cases – the conceptual limitations of single-issue analyses
- Patricia Hill Collins
 - “Black feminist thought”
 - Race, class, and gender studies – 60s-80s
- Oxford English Dictionary 2015
- 2017 Women’s March

INTERSECTIONALITY

Kimberlé Crenshaw

- **Structural Intersectionality**
 - How different structures (i.e. racism, classism, sexism) work together and create a complex which highlights the differences in experiences
- **Political Intersectionality**
 - Highlights two (or more) conflicting systems in the political arena which separates an oppressed person into one or the other
- **Representational Intersectionality**
 - Advocates for the creation of imagery that is supportive of women of color

INTERSECTIONALITY

Patricia Hill Collins

- **Matrix of Domination**

- The various intersections of social inequality
- How a person's differences informs their oppression
- Either/or thinking intensifies these oppressions

- **Standpoint Theory**

- An individual's world perspective
- Knowledge becomes distinct and subjective

- **Critical Standpoint**

- How can social justice initiatives use it to bring about change

EXAMPLE

#SayHerName

- Raise awareness for Black female victims of police brutality and anti-Black violence in the U.S.
- Aims to change the public perception that victims of police brutality and anti-Black violence are predominantly male
- A response to Black Lives Matter and the media's tendency to sideline the experiences of Black women

Intersectionality & Disability

[video]

“Disabled people exist in all our communities; and we must make room for them in conversations and decision-making positions.”

-Srinidhi Raghavan

“Intersectionality operates as both the observance and analysis of power imbalances, and the tool by which those power imbalances could be eliminated altogether.”

- Jane Coaston

Intersectional Approach

- Which communities are served and which aren't? Why?
- Who gets to participate and who doesn't? Why?
- Who has access to resources and support and who doesn't? Why?
- Whose voices get heard and whose don't? Why?

WHITE FEMINISM

Why We Need to Talk About White Feminism

- The label given to feminist efforts and actions that uplift white women but exclude or otherwise fail to address issues faced by minority groups, especially Black, Indigenous, women of color and LGBTQ+ women
- It describes a not-quite-feminist mindset that doesn't take into account the ways women of color experience sexism, and how it differs from the way white women experience it
- First and Second-Wave Feminism

"I will cut off this right
arm of mine before I
will ever work or
demand the ballot for
the Negro!"

– Susan B. Anthony
(Suffragist & Feminist Icon)



BLACK FEMINISM

- Black women are inherently valuable. Black women's liberation is a necessity not as an adjunct to somebody else's but because our need as human persons for autonomy.
- Contends that black women have an acute understanding of the negative impacts of sexism, racism, and class discrimination.
- Roots can be traced back to the 19th Century
- Developed in the early 20th Century
- Gained momentum during the civil rights movement/ second-wave feminism

WOMANISM

- Coined by Alice Walker in 1979 as a broader category that includes feminism as a subtype. The focus is not on gender inequality, but race and class-based oppression – a theory/movement for the survival of the black race

“Womanist is to feminist as purple is to lavender”

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

- Audre Lorde

INTERSECTIONALITY

SOURCES AND RESOURCES

[Black Lives Matter needs womanism now](#)

[Why We Need to Talk About White Feminism \[video\]](#)

[A Marxist Case for Intersectionality](#)

[The Intersectionality Wars](#)

[7 Ways White Feminism Is Sneaking Into Your Life](#)

[There's no beef: black feminists and womanists must come together to do the work](#)

[To challenge ableism that manifests in social justice movements, intersectional understanding of disability is key](#)

COMING UP

***Learning How to be Anti-Racist: Special Topics –
The C-Word
Capitalism***

Wednesday, April 14, 2021
6:00PM – 8:00PM PT

This will be our last discussion!