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| Intersectionality 101 Workshop Briefing |
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| Introduction At NUS, the National Women’s Campaign recognises when sexism and gender are discussed without looking at other types of identities and oppressions, the dialogue often revolves around the experiences of the more privileged women in society. This can mean that the issues and experiences of the more socially marginalised women are overshadowed, dismissed or erased. We believe that understanding Intersectionality is understanding that one person’s oppression will be different to another person’s, especially when multiple oppressions are at play. Therefore is it crucial for student women's and feminist groups to have intersectionality at the heart of everything we do. We’ve created this workshop for student feminist activists to help them to:   * Understand the history of the concept of intersectionality and how it's developed within feminism and the wider liberation movement. * Discuss personal experiences of exclusion in the feminist movement and the representation of feminism in the media. * Learn how to integrate intersectionality into your activism.     We hope that this workshop briefing will be useful in helping you to engage more students in practicing intersectionality within feminist activism.  In Solidarity,  Susuana Amoah, NUS Women’s Officer |

### Workshop Agenda

Workshop time: 1 and a half hours

Ideal Workshop size: 25 people

1. Introduction (10 minutes)
2. Intersectionality 101 (20 minutes)
3. Sharing experiences (20 minutes)
4. Inclusive campaigning (15 minutes)
5. Intersectionality Challenge (20 minutes)
6. Wrap up (5 minutes)

### Materials

Flip-chart board

Intersectionality 101 PowerPoint presentation

Large sheets of paper

Marker pens

### Workshop Outline

**1) Introduction (10 minutes)**

* Introduce yourself and your pronoun
* Explain the aims of the workshop
* Read out the workshop agenda
* Explain what trigger warnings are and how they will be used
* Read out the ground rules
* Ask everybody to say their names and their pronouns if they wish

**2) Intersectionality 101 (20 minutes)**

* Read PowerPoint slides about the history of intersectionality
* Play video about intersectionality (look at the resources section of this briefing for a list of videos that you could potentially use.)
* Split the room up into 5 small groups. Ask them to discuss the following questions

1. How would you define Mainstream feminism? Think of examples of people/campaigns/impact
2. How is intersectionality represented in the media?

* Allow all the groups to feedback what they discussed.

**3) Sharing Experiences (20 minutes)**

a) The next exercise is a silent discussion. You need to take six large pieces of paper and write one of each of the following words in the centre of each paper:

* Racism
* Homophobia
* Bi-phobia
* Transphobia
* Ableism
* Classism

Next place the paper on tables around the room

b) Ask the students to spend 5 minutes going around the room and write about their intersectional experiences on campus or questions about oppressions they don’t face on the pieces of paper.

c) Read out what is written on each paper. After you read one paper ask the group if anyone can relate to what has been written and if they have any examples or questions.

**4) Inclusive campaigning (15 minutes)**

a) Split the class into 5 groups

b) Ask them to think of a feminist campaign that was wasn’t intersectional

c) Ask them to think of a feminist campaign that wasn’t intersectional

Below, we’ve outlined some things that you should try to incorporate into your events or

Campaigns to make them more inclusive.

* Discussion — Create a space where women from different backgrounds are able to have input on the initial idea.
* Involvement — Try to make sure that a diverse range of women are involved in producing the campaign.
* Advertising — it is crucial that your campaign is advertised in a way that encourages all women to feel they can take part.
* Evaluation — Talk to various people about how they feel about your events and campaigns and how you can improve things from the perspective of inclusion.

**5) Intersectionality challenge (20 minute)**

This group exercise for campaign teams or women’s committee members aims to challenge how activists plan campaigns and to help them develop their understanding of intersectionality.

a) Split everyone into small teams and give them paper and pens.

b) Give them a campaign each, for example:

* Body image
* Inspirational women in history
* Equal pay

c) Give them 15 minutes to design an event for their campaign. Encourage them to think about:

* The aim of the campaign
* The content of their event
* Accessibility
* Advertising

d) When the time is up, ask each group to present their idea and ask the rest of the room to discuss what they thought of the idea.

e) After everyone has fed back, discuss as a group:

* How did they feel about the activity?
* How did the activity differ from the way they have organised events and campaigns in the past?
* How they feel the activity could change how they organise events and campaigns in the future?

**6) Wrap up**

Ask the room one thing that they have got out of the workshop. Go around the room and allow every single person to feedback.

Thank everyone for attending.

### Resources

Crenshaw, K. (1989) “Dermarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory, and Antiracist Politics”, University of Chicago Legal Forum: pp139–197

Hooks, B. (1981). Ain't I A Woman/Black Women and Feminism. USA, South End Press

Intersectionality 101 @ NUS Connect

<http://www.nusconnect.org.uk/resources/intersectionality-101>

Lorde, A. (2001) “The Master’s Tools Will Never Dismantle the Master’s House”, in Moraga, C, Anzladua, G (eds.) This Bridge Called My Back: Writings by Radical Women of Color. Massachusetts, Persephone Press: pp98–101

Mohanty, CT (2003) Feminism Without Border: Decolonising Theory, Practicing Solidarity. Durham, Duke University Press

**Videos**

On Intersectionality in Feminism and Pizza<https://www.youtube.com/watch?v=FgK3NFvGp58>

Intersectionality Video

<https://www.youtube.com/watch?v=NptgVU7j94g>

Kimberlé Crenshaw, "Race, Gender, Inequality and Intersectionality"

<https://www.youtube.com/watch?v=KNKbGFoYC1Q>

Emmys 2015 | Viola Davis Wins Outstanding Lead Actress In Drama Series

<https://www.youtube.com/watch?v=OSpQfvd_zkE>

Kerry Washington reads Sojourner Truth - Ain’t I a Woman

https://www.youtube.com/watch?v=yq3AYiRT4no

Sojourner Truth – Mini Biography

https://www.youtube.com/watch?v=q-HfiryNoXY