



## INTERSECTIONALITY: THE KEY TO EDUCATION EQUITY

In an effort to help our partners continue their growth post-session, each 360 Experience is accompanied by a resource takeaway document. This 360 Experience takeaway will provide further information on positionality, social privilege, intersectionality, and microaggressions. It also includes resources you can use to help educate your school community's students on intersectionality, and lesson plans to help them critically consider their own identities.

## SOCIAL POSITIONALITY AND PRIVILEGE

We opened our session with an introductory activity about positionality and privilege. As a refresher, positionality is being aware of your personal identities, and how they shape your world view. This is directly affected by social hierarchies and constructs, especially the oppression you face or social privileges you have, based on those identities. Social privilege is certain advantages, benefits, or degrees of prestige and respect, that an individual has by virtue of belonging to a specific social identity group.

To further examine these concepts, here are two resources from the internet media company BuzzFeed. The first is an [online privilege self-assessment](#), which is similar to, but more in depth than, the activity which opened our 360 workshop. The second is a [video](#) of participants during a privilege-walk activity, which highlights the importance of examining positionality.

Both of these resources can be used to help you better relate with your own positionality and privilege, and/or as the basis of an activity that could be done with students to introduce them to these social concepts.



### QUESTIONS TO CONSIDER...

1) *What was Kimberlé Crenshaw's thesis in this TED Talk?*

2) *Why does she say intersectionality is important, especially now?*

3) *Why are social issues often intersectional?*



## INTERSECTIONALITY

There's so much more to intersectionality than we could have ever covered during our brief session together. If you desire a deeper dive on this crucial analytical framework, there is no better teacher than Kimberlé Crenshaw herself!

As a pioneer in critical race theory, Crenshaw helped open the discussion of the double bind faced by victims of simultaneous racial and gender oppression. In her moving [TED Talk](#), Crenshaw calls on us all to bear witness to this reality, and speak up for victims of prejudice.

To take your viewing to the next level, utilize the "Questions to Consider," provided on the left, to help focus your mind on the major takeaways Crenshaw highlights in her presentation.

## MICROAGGRESSIONS

During the session, we discussed how bringing an intersectional approach to your classroom management, specifically the language that you use, can help avoid acts of unintentional discrimination like microaggressions. Though our conversation centered around microinsults, there are three main types of microaggressions:

- **Microassaults:** This microaggression is most similar to what is traditionally thought of as overt discrimination. Microassaults can be verbal, nonverbal, or environmental.
- **Microinsults:** A comment or action that communicates insensitivity to, or disregard for, a person's identity or heritage.
- **Microinvalidations:** A comment or action that ignores or dismisses the thoughts, feelings, or experiences of a member of an underrepresented community.

To learn more about microaggressions, and hear their damaging effects from a student perspective, you can view the entirety of Dr. Yolanda Flores Niemann's video [Microaggression in the Classroom](#). After viewing, use the [Examples of Microaggressions](#) [handout](#) to further explore how microaggressions impact different social identity groups.



## RESOURCES FOR TEACHING STUDENTS INTERSECTIONALITY

Finally, below are resources that can be used to introduce students to intersectionality. These educational tools and lesson plans are a great place to start when attempting to help young people grasp this high level analytical framework, as well as its applications in society and to their understanding of their own identities.

To help students develop a basic understanding of intersectionality, you can open a conversation by showing them [Intersectionality 101](#), a student-friendly claymation video from the Southern Poverty Law Center's Teaching Tolerance project.



This [lesson plan](#) from PBS Learning Media asks students to examine the concept of intersectionality as it applies to building inclusive social groups and movements. The lesson centers around video clips and an excellent infographic, which you can see a portion of below.



This [series of lesson plans](#) from the University of Michigan's Inclusive Teaching project provides students an opportunity to identify, and interact with, their personal and social identities.

It also includes a reflective exercise on the relationship between identity and context.

