

Addressing Intersectionality Within the Peer Movement

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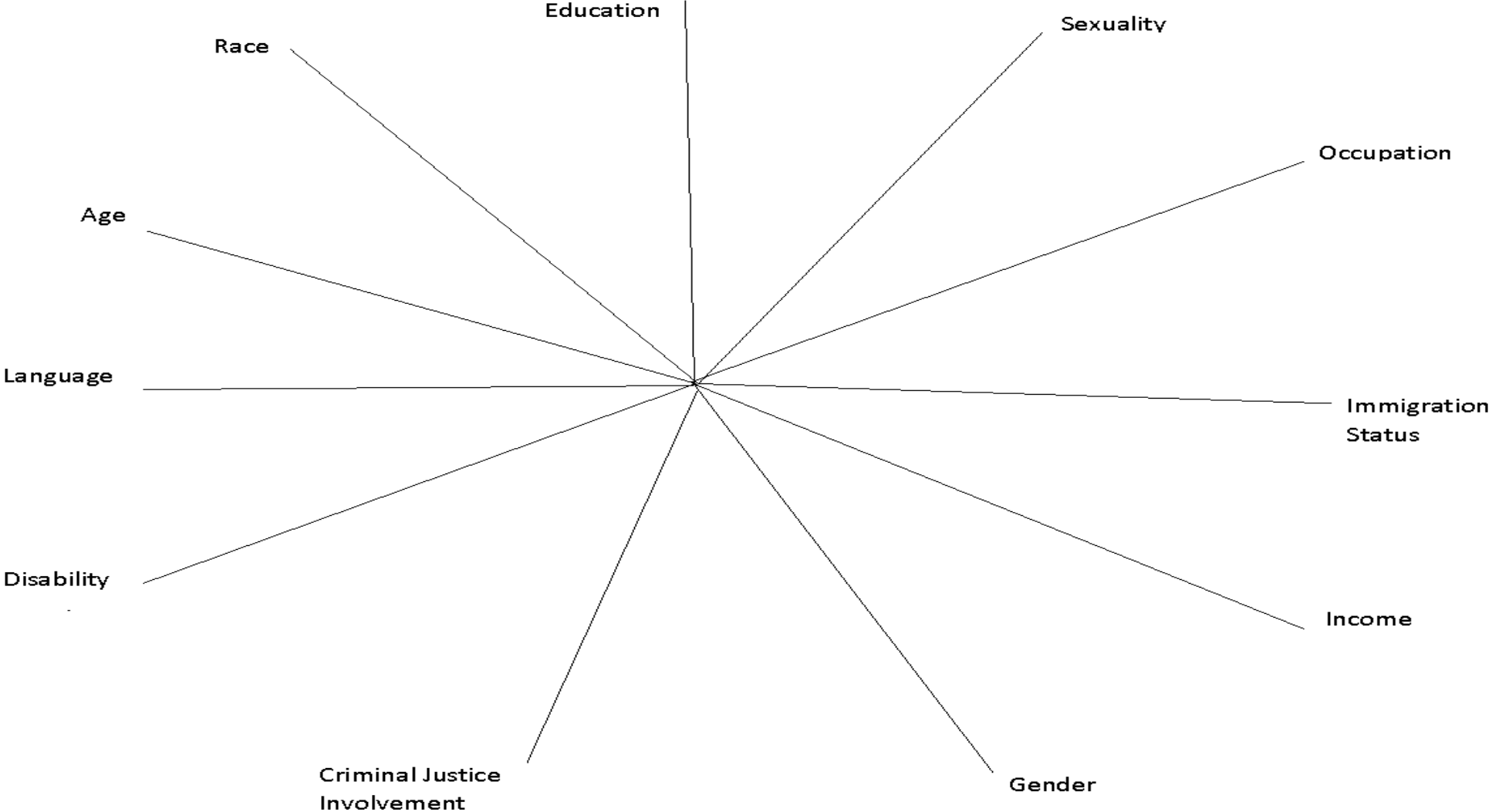
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Our Power is in Our Difference



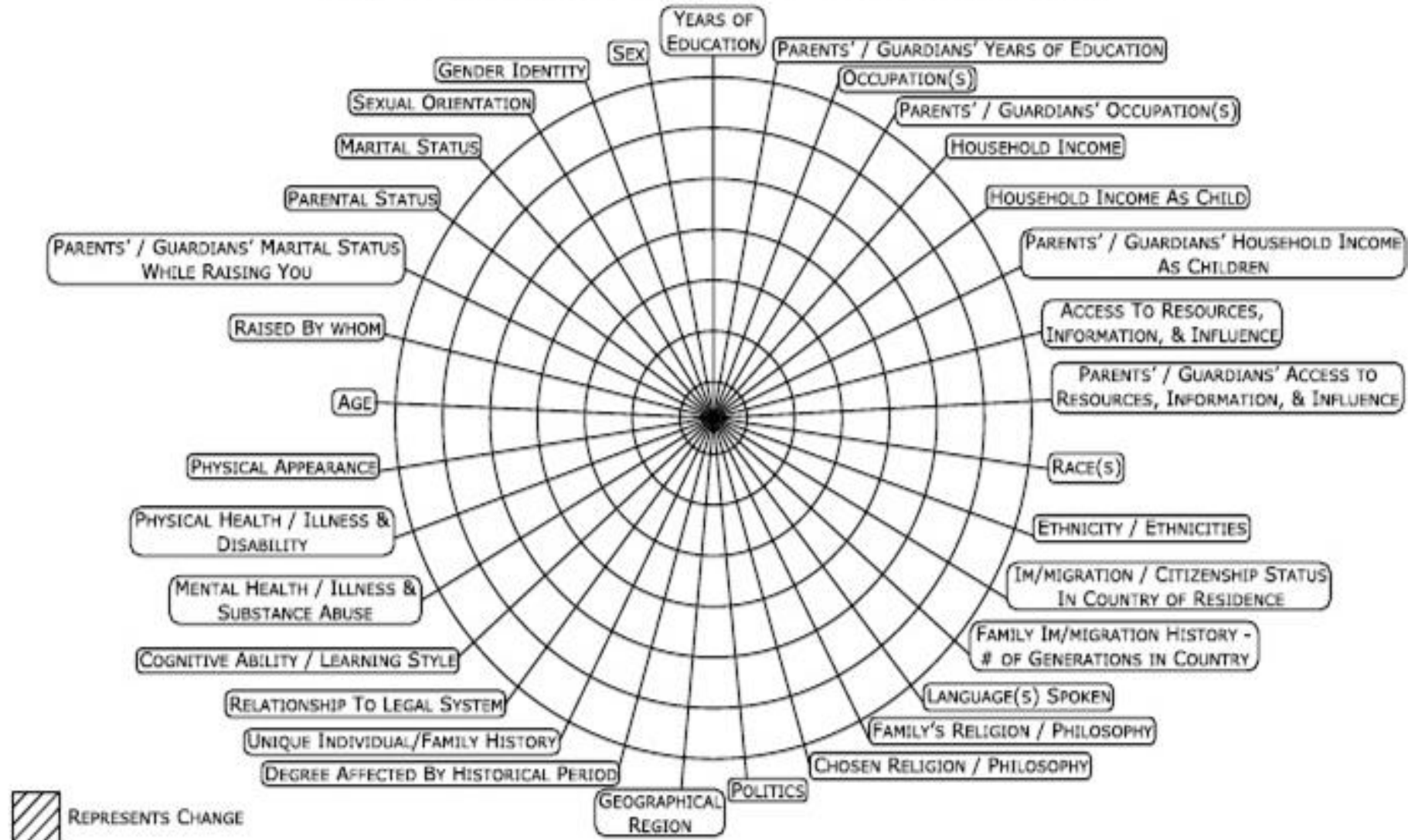
**PRIVILEGE
POWER
AND DIFFERENCE**

Social Matrix Exercise

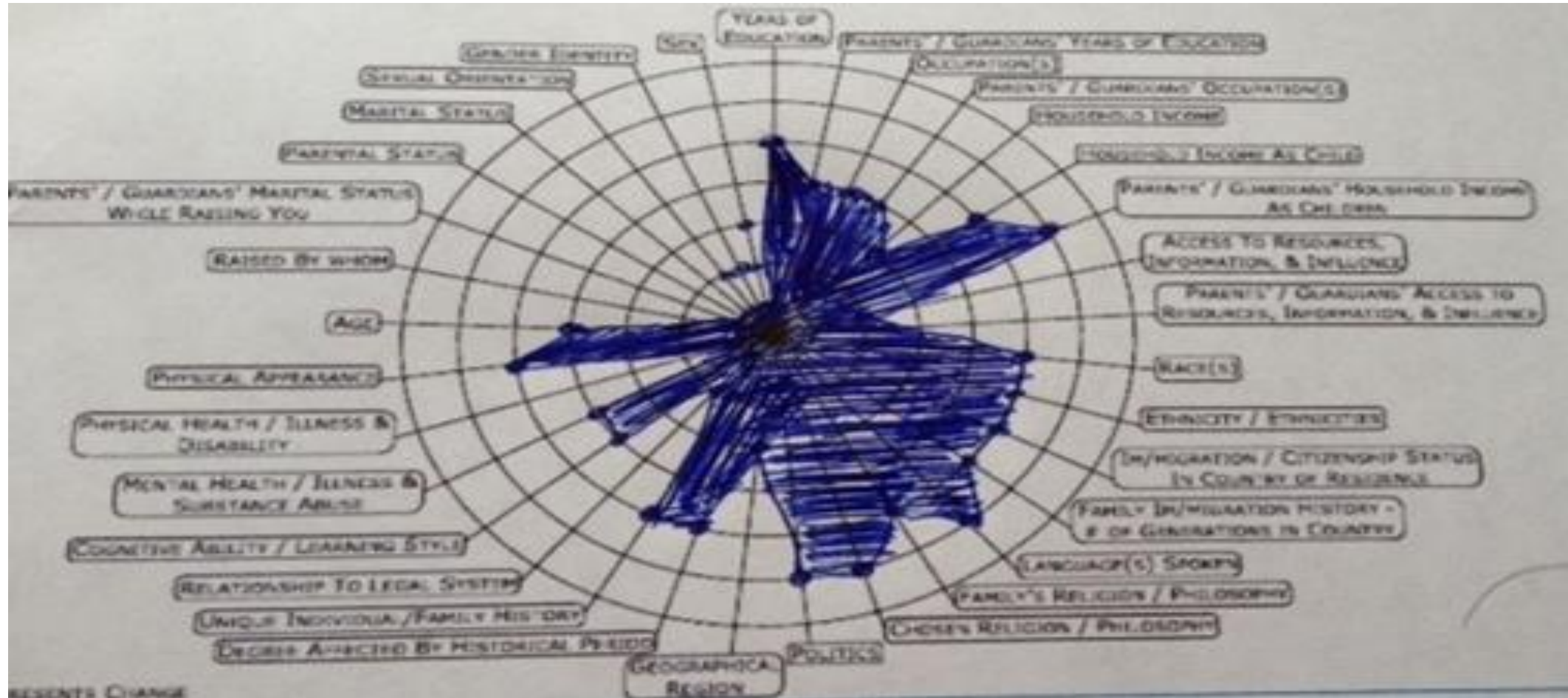


Blank Social Matrix Template

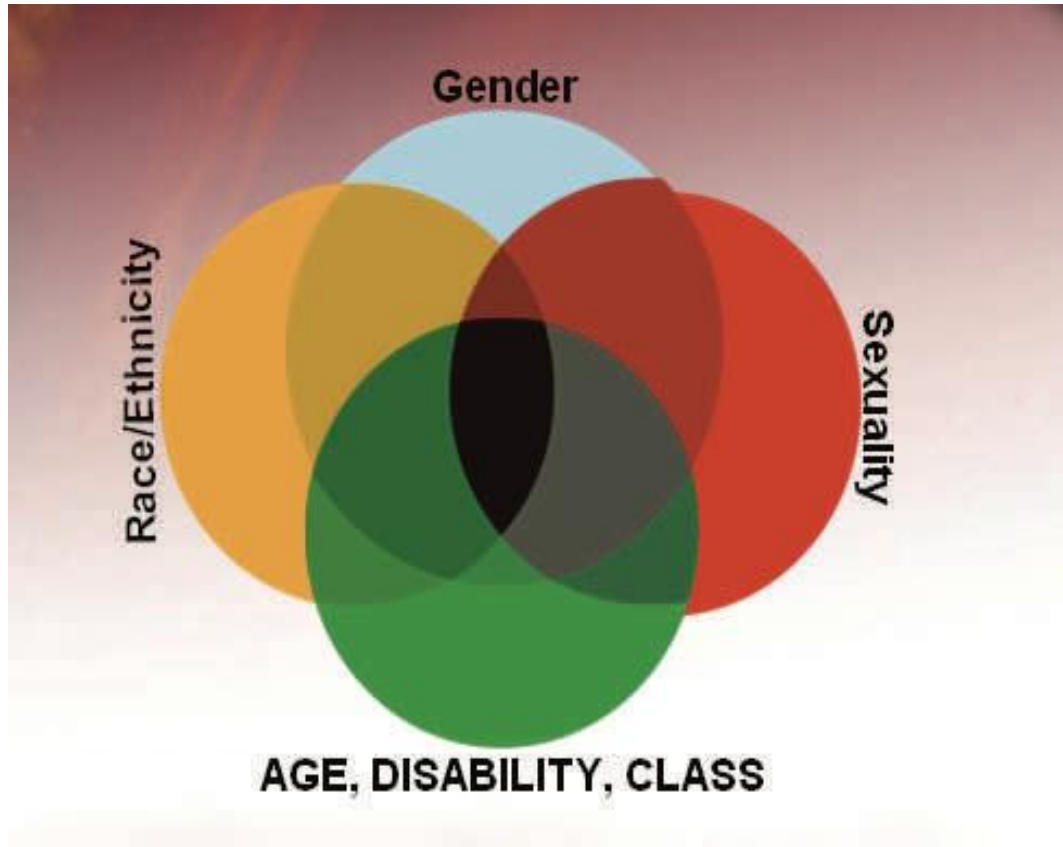
Figure 1: Blank Template for the Social Matrix



Social Matrix



Intersectionality

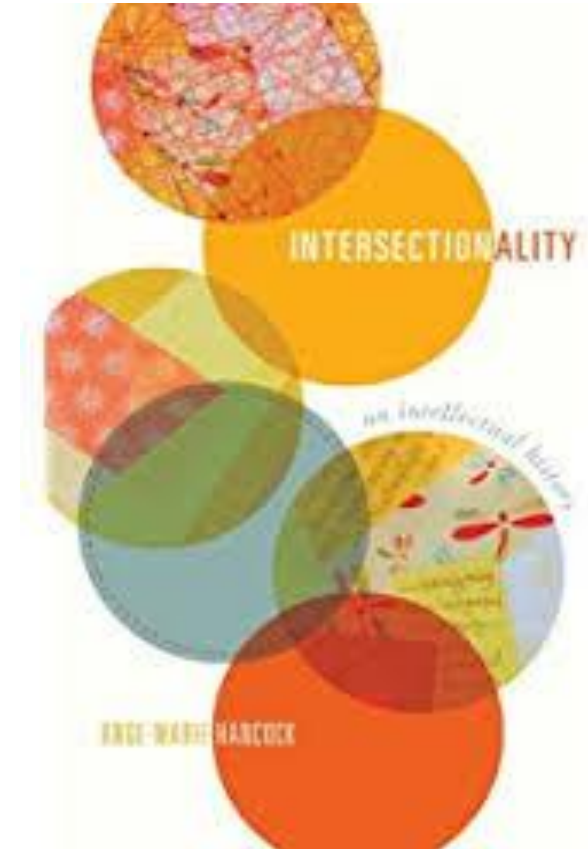


The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect, especially in the experiences of marginalized individuals or groups.

Intersectionality

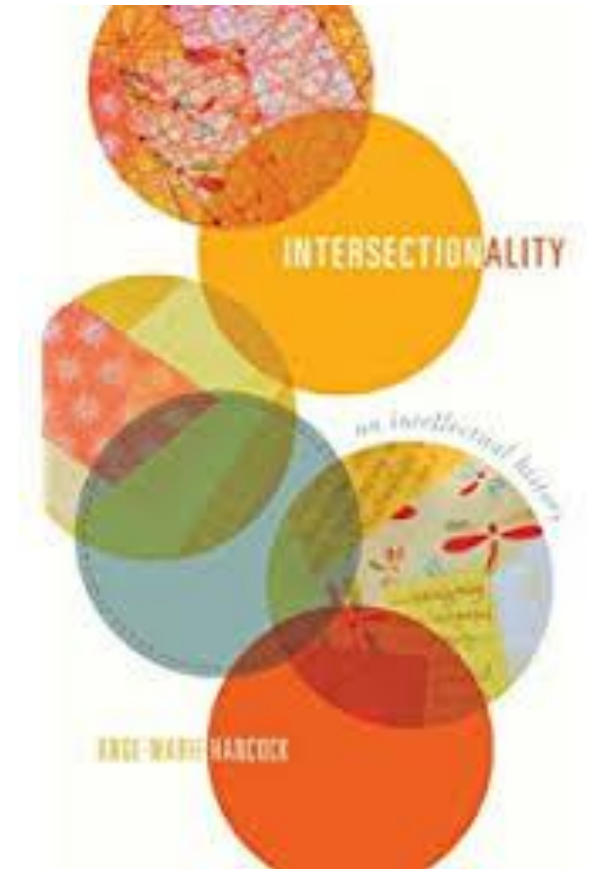
Intersectionality promotes an understanding of human beings as shaped by the interaction of different social locations (e.g., 'race'/ethnicity, Indigeneity, gender, class, sexuality, geography, age, disability/ability, migration status, religion).

- Olena Hankivsky, PhD. (2014)



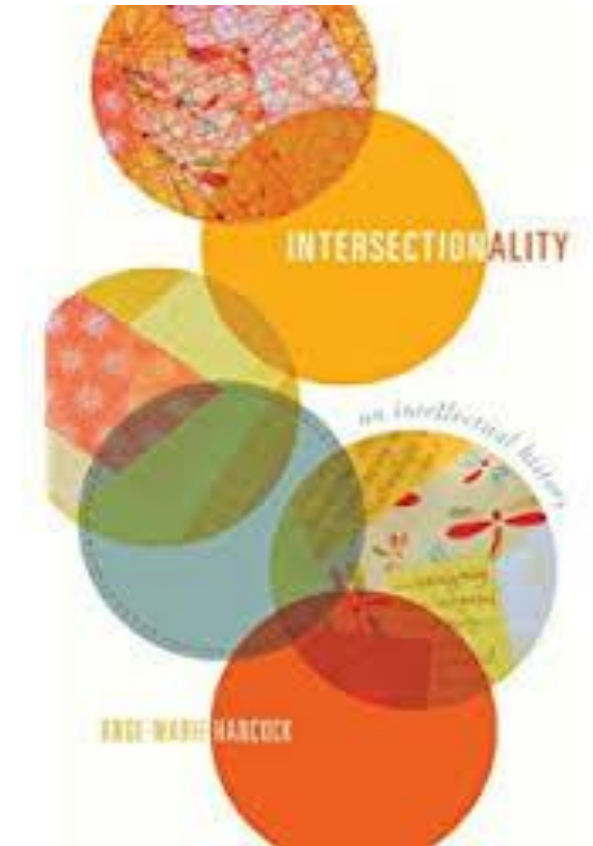
Tenets of Intersectionality

- ❖ Human lives cannot be reduced to single categories;
- ❖ When analyzing social problems, the importance of any category or structure cannot be predetermined;
- ❖ Relationships and power dynamics between social locations and processes are linked. They can also change over time and be different depending on geographic settings.



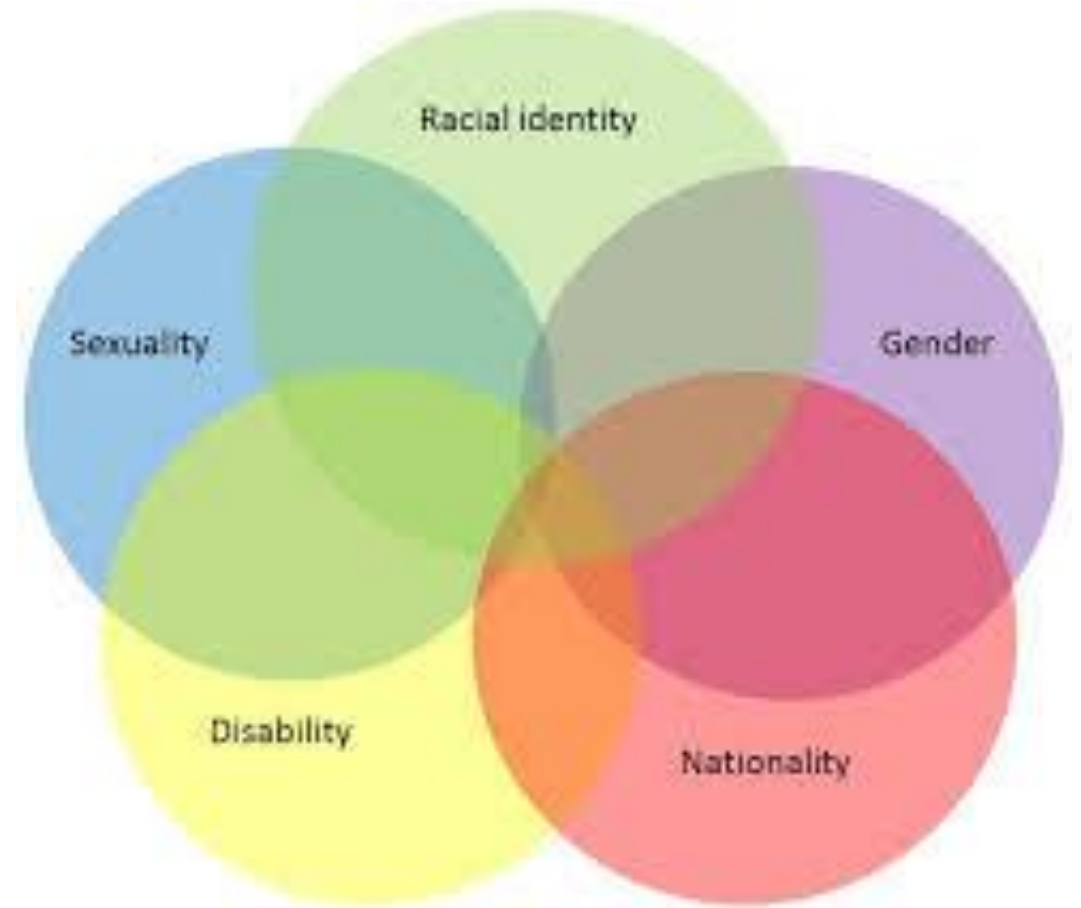
Tenets of Intersectionality (cont.)

- ❖ People can experience privilege and oppression simultaneously. This depends on what situation or specific context they are in.
- ❖ Intersectionality is explicitly oriented towards transformation, building coalitions among different groups, and working towards social justice.



Reflection Questions

- What does it mean for us to have multiple, intersecting identities of power, privilege and oppression?
- When have you felt that your differences marginalized you?
- How have those differences given you power or privilege?
- What social groups do you belong to?



References

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