

# Organisational Reflection, Reflexivity & Positionality Tool

## *Workshop II*

# Intersectionality

(1:30h)

### **Introduction videos:**

[What is intersectionality](#)

[Kimberle Crenshaw on Intersectionality](#)

[What is intersectionality, Kimberle Crenshaw](#)

[The urgency of intersectionality, TED Talk, Kimberlie Crenshaw](#)

### **Pre-reading:**

[Explaining intersectionality – Time](#)

[What is intersectionality, and why is it important – AAUP](#)

### **Team activity**

#### **Reflective question:**

How does your organisation currently understand and integrate intersectionality?

### **Reflexivity exercise:**

Consider past initiatives or projects your organisation has undertaken. How have these initiatives addressed or overlooked the intersecting identities, marginalisation, discrimination and vulnerabilities of different communities affected by climate injustices?

### **Discussion point:**

Discuss examples where systemic oppressions (e.g., racism, sexism, economic inequality) that cause intersecting disadvantages have not been able to be addressed through your organisation's programs.

How can understanding these intersections inform more effective strategies?

What are the barriers that hinder more holistic and intersectional programs and responses?

### **Identify actions:**

Use your discussions and reflections to identify three actions that could structurally address intersectional shortcomings in your organisation.