

# Organisational Reflection, Reflexivity & Positionality Tool

## **Workshop III**

### Positionality

(2:00h)

When discussing equity, we need to first think about our place in the larger society. Positionality is where you stand in relation to others in society. Your position is shaped by how institutions, laws, and cultures, designed by those in power, give you access to resources, social standing, and rights. Positionality is an interconnectedness between place, relations to people, self-understanding and identities.

Key points from [Positionality, Intersectionality, and Privilege in Health Professions Education & Research](#)

- This idea comes from Sociology.
- All parts of our identity are influenced by socially defined positions.
- Our identity affects how we see the world.
- Understanding positionality helps us recognise and challenge our biases.
- Positionality can change over time.

## Team activity

### Reflective question:

How does your organisation's positionality influence its approach to climate justice and intersectionality? How are these elements informed by systems of oppression like patriarchy, colonialism, racism, and others?

### Example:

- Analyse how the predominantly white leadership within an organisation might impact its relationship and engagement with Aboriginal and Torres Strait Islander communities and Culturally and Linguistically Diverse communities.
- Consider how personal and organisational privileges might shape policy priorities and resource allocation.

### Reflexivity exercise:

Reflect on how your organisation's positionality affects its decision-making processes and relationships with community partners. How can acknowledging and addressing this positionality improve your advocacy for transformative intersectional climate justice?

### **Discussion point:**

Share strategies for acknowledging and addressing your organisation's positionality. How can fostering reflexivity and understanding within your team enhance your efforts towards climate justice?

### **Develop an Organisational Positionality Statement**

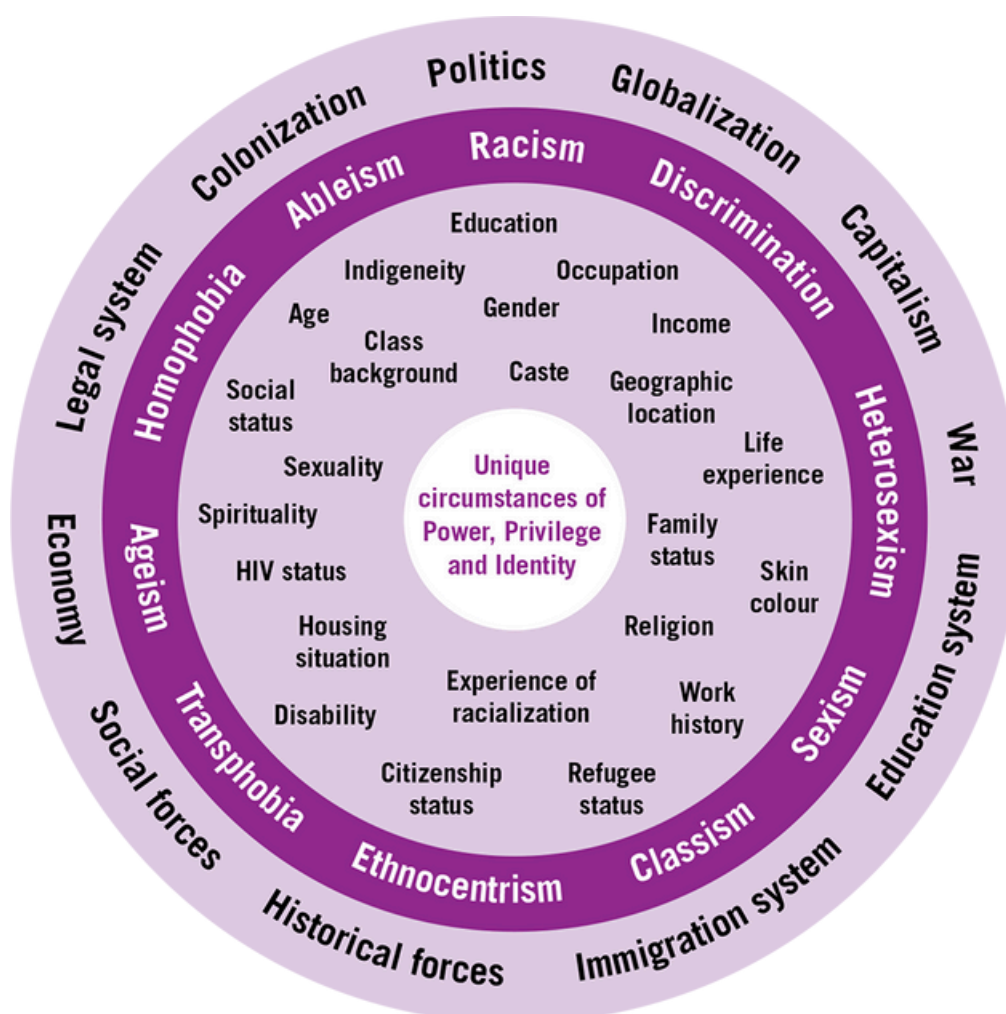
One common practice of positionality is to create a positionality statement. This is a short summary of a person's identities, views, and experiences in relation to the community work they are involved in. Positionality statements can be made for individuals, teams, or organisations, and they serve as a starting point for thinking critically about how these people or groups connect to the project and community. These statements are also included in published works like journal articles and reports to be transparent with the audience about the authors' connection to the work. When writing positionality statements, it's important to include an analysis of the power dynamics of the institution you represent, as this affects how individuals relate to the work.

An example of a positionality statement can be found in the following resource: [A Tool for Equity in Community Engagement and Collaboration](#).

## Use the following charts to help determine your Organisational Positionality.

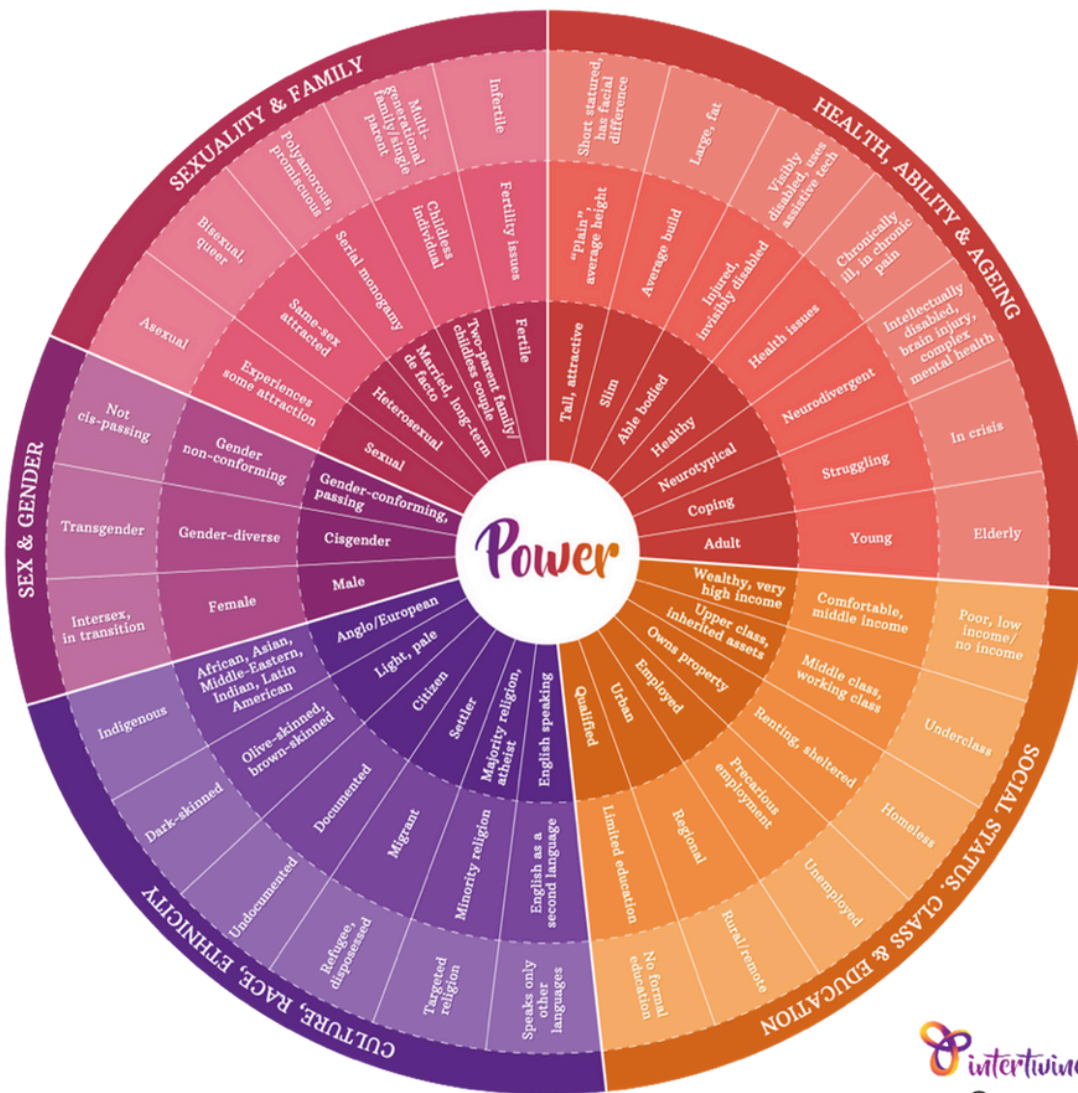
The intersectionality wheels below highlight how diverse systems of power, privilege and oppression intersect and produce multiple and compounded impacts of discrimination and inequities. The wheel visually represents the interconnected nature of various social categories, such as race, gender, class, and ability, illustrating how these intersections can exacerbate experiences of marginalisation.

### Intersectionality Wheel



(Source: [ADP Health](#))

## Privilege, resistance & proximity to power



For an accessible version of this wheel, see [Privilege, Resistance and Proximity to Power](#). Also, see [intertwine's glossary of terms](#) designed to accompany the wheel.