



**“Intersectionality — What Does That Even Mean?”**  
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# Agenda

**Origin and Definition of Intersectionality**

**Why Intersectionality Matters to Students?**

**Why Intersectionality Should Matter to Faculty?**

**Case Studies**

**Tips for the Classroom**

**Questions**



## :Origin Of The Term

Professor Kimberlé Crenshaw introduced the term, **Intersectionality**, in 1989 to address the ways in which legal analysis, feminist and antiracist discourses failed to include and value the experiences of Black women.



# **What is Intersectionality?**

“Rooted in Black feminism and Critical Race Theory, intersectionality is a method and a disposition, a heuristic and analytic tool.”

Dubois Review on Race 10:2 (2013) 304- 312.



# **What is Intersectionality?**

## **Intersectionality as Method**

Intersectionality is the method used to approach a systemic inquiry.

## **Intersectionality as Disposition**

Intersectionality explains the relationship of a characteristic to other characteristics.



# **What is Intersectionality?**

## **Intersectionality as a Heuristic Tool**

Researchers use intersectionality as a heuristic tool or shortcut to explain or understand a particular social status.

## **Intersectionality as an Analytical Tool**

Intersectionality can be used as a concept or tool to debate or analyze patterns of social inequality.



# **The Central Premise Of Intersectionality**

The central premise of intersectionality is that multiple social identities exist and those identities do not work or exist in isolation but rather they overlap, intersect interact and comeingle and thus multifaceted analysis should be used to examine, explain or research social Identities.



# Why Does Intersectionality Matter to Students?

Your students have multiple identities and it is important that you do not think of them as monolithic.

Diversity acknowledged in the classroom is beneficial to the academic success of all students.

Valuing diverse identities will demonstrate to students that you care and will provide them with a sense of belong.





# **Why Should Intersectionality Matter to Faculty?**

Knowledge of intersectionality encourages faculty to see the whole student not simply a single characteristic.

Understanding intersectionality better equips faculty to avoid creating situations which favor or privilege one group over another.

Knowledge of intersectionality encourages examination of policies, practices and programs to ensure equity.



# **Why Should Intersectionality Matter to Faculty?**

The Multicontextual Model for Diverse Learning Environments recognizes student success in higher education institutions is shaped by institutional climate, which in turn is influenced by the institution's social history, its' community its' policies and its' external commitments.



# The Multicontextual Model for Diverse Learning Environments

The Multicontextual Model for Diverse Learning Environments ( DLE model) recognizes that student success will be dependent upon “ who is taught” **(student identity)**, “who teaches” **(instructor identity)**, “what is taught” **(content)** and “how it is taught” **(Pedagogy)**.



# Case Studies

Opportunities to address intersectionality can appear in multiple ways in the classroom, and let's not forget that that we all have multiple aspects to our identities. In the cases studies on the handouts you are asked to explore a few scenarios and brain storm possible solutions.



# Tips for an Inclusive Classroom

Connect hot button issues to the curriculum

Establish ground rules for engagement

Invoke the “Five Minute Rule”

Invoke the critical incident questionnaire



# References

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# Questions

