THE INTERSECTIONAL WORK

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WELCOME!

This material was designed to support the representatives of research networks at TU Darmstadt in their exploration and application of intersectionality in academia and beyond.

Whether you are new or familiar with the concept of intersectionality, we aim to provide you with valuable insights, foster critical dialogue, and inspire meaningful action.

By exploring intersectional theory, methodologies, and resources, we invite you to deepen your understanding of social justice and identity politics. By incorporating intersectionality into your research, teaching, and advocacy efforts, you can create more equitable and inclusive spaces for all.

We hope that "The Intersectional Work" catalyzes meaningful engagement and collaboration within your research networks.

Gleichstellungsbüro
Stark für gleiche Chancen

TECHNISCHE
UNIVERSITÄT
DARMSTADT

FIRST STEPS

UNDERSTANDING INTERSECTIONALITY

THE BASICS

Intersectionality, a term coined by the jurist and black feminist Kimberlé Crenshaw in 1989, illuminates the interconnected nature of social identities and systems of oppression. It recognizes that individuals experience multiple forms of privilege and marginalization simultaneously, shaped by factors such as race, gender, sexuality, class, (dis)ability, and more. Understanding and addressing these intersecting dynamics is essential for creating inclusive and equitable research environments and societies.

WHY INTERSECTIONALITY?

Intersectionality serves as a lens for examining identity and its interplay with power dynamics. Originally conceived to represent the experiences of black women, this concept shed light on the overlooked perspectives within groups that claim to represent them but often fall short. However, intersectional marginalization is not confined to black women alone. People of colour within LGBTQI+ movements, girls of colour affected by the school-to-prison pipeline, women within immigration advocacy, trans women within feminist circles, and individuals with disabilities confronting police misconduct all confront vulnerabilities stemming from the intersections of racism, sexism, classism, transphobia, ableism, and more. Intersectionality provides advocates a framework to articulate their experiences and advocate for their visibility and inclusion.

As Crenshaw points out, any work toward equality must recognise the interconnected nature of oppression. Mere rhetoric is insufficient; genuine intersectional engagement requires a deep understanding of how various forms of discrimination intersect and compound one another.

ACHIEVING TRUE GENDER EQUALITY

True gender equality occurs when not only gender-based disparities are addressed, but also when it acknowledges and dismantles intersecting forms of oppression and discrimination.

Understanding gender roles involves recognizing the intersections shaping individual experiences across all genders. Embracing intersectionality means integrating it into gender perspectives to address urgent challenges and shape policies. This approach requires acknowledging the complexities involved for all genders, rather than working with only one experience of a determined gender.

Ensuring safety and representation for marginalized groups within all genders is crucial. Creating safe spaces fosters inclusivity and empowerment across the spectrum of gender identities.

✅ Like a pair of glasses

In the analogy made by Alayo Tripp (2023), the author describes intersectionality as a pair of glasses. It is a way to see the world, considering all the implications of oppressive systems and how they can exclude people from society. Working intersectionally involves challenging unequal power relations.

⛔ A buzzword

Intersectionality is not just a matter of adding up advantages and subtracting disadvantages. Moreover, without the commitment to observing the dynamic nature of inequality and considering the effects of structural violence in our environments, intersectionality risks becoming merely a buzzword.

✅ You are a part of it

When discussing intersectionality, it's important to consider our own background, identities, and privileges, which shape our practices. We are not free of biases, but we can be open to observing, analysing, and inviting others into the conversation.

⛔ There are no "others"

An intersectional approach is not about "the others"; it includes everyone in the dialogue. It's not just about listening to other voices; intersectionality is a commitment to making all voices heard as the standard.

✅ Context-oriented

Power configurations are related to time, location, context of the situation, and context of culture. Observing the environment, the available opportunities, the means to access them, and other factors can be a good start when implementing your measures.

⛔ A cooking recipe

Power dynamics are not the same when the context changes. Measures that focus only on addressing one or multiple social categories without considering the context and the people in it are not truly intersectional.

WHAT IS INTERSECTIONALITY – AND WHAT IS NOT

THE INTERSECTIONAL LEADERSHIP

A WAY OF THINKING

Working intersectionally is to consider identity and its power relationship. It is not only directed to the oppressions that others may suffer but also about your own privileges.

It is a way of thinking, reflecting and working. A solution for existing problems. And more: the idea is not to replace the gender approach, but to enrich it.

COMMUNICATION IS KEY

Everyone has their own unique experiences of discrimination and oppression – so we might consider everything and anything that can marginalise people.

Listening to others, examining your own privileges, asking questions and taking action to include and invite all the voices. Just by including their practices when dealing with people, you are working towards a more intersectional, all-gender inclusive environment.

EMBRACE DISCOMFORT

Reflecting on personal experiences often triggers growth, even if it comes with a bit of discomfort. Discomfort serves as a signal, urging you to delve deeper into your thoughts and actions.

It's a sign of progress. Instead of reacting defensively to discomfort, pause and ponder, "What lessons can I draw from this?" or "How can I contribute positively?"

LEAD WITH EMPATHY

Leaders who demonstrate empathy and consider others' perspectives make people feel acknowledged and valued.

Team members gravitate towards leaders who show kindness and earn their trust. They also appreciate leaders who embody human qualities and values worth admiring.

ACKNOWLEDGING INTERSECTING IDENTITIES

By acknowledging the intersecting identities of individuals involved in research, we can understand better the diverse perspectives and experiences they bring to the table. For instance, a researcher's race may intersect with their gender, influencing how they navigate academic spaces and shaping their research interests and priorities. Similarly, an individual's socio-economic background may intersect with their ability, impacting access to resources and opportunities within the research community.

When you centre intersectionality in your practices, you can work towards dismantling systems of oppression and fostering environments that are truly inclusive and equitable.

Through intentional efforts to embrace diversity and intersectionality, research networks can become spaces where all individuals feel valued, respected, and empowered to contribute meaningfully to knowledge production.

RESEARCH AND POLICY

INTEGRATING INTERSECTIONALITY IN RESEARCH

INCLUSIVE OUTCOMES

Single-axis approaches to gender equality and social justice often overlook the complexities of individuals' lived experiences. An intersectional approach to your research work can produce more inclusive and equitable research outcomes.

We present some suggestions on how to direct your research work towards an intersectional lens.

METHODOLOGY AND DATA

Research questions and methodologies must capture the multidimensional nature of social identities and experiences. Researchers should consider how intersecting identities may intersect with research objectives and outcomes. Strategies for integrating intersectionality into research design include conducting literature reviews that prioritize intersectional perspectives, engaging with diverse communities in the research planning process, and collaborating with scholars from diverse disciplines to ensure comprehensive analyses.

Data collection methods should be inclusive and sensitive to the diversity of experiences within marginalized communities. Researchers should consider the multiple identities and social locations of research participants and design data collection instruments that allow for the exploration of intersecting identities. Inclusive data collection methods may include qualitative interviews, focus groups, surveys with open-ended questions, and participatory action research approaches.

COLLABORATION FOR BETTER FINDINGS

Analyzing research findings through an intersectional lens involves examining how intersecting social identities intersect with research outcomes. Researchers should consider how social identities interact to produce unique experiences and outcomes. This analysis may involve identifying patterns of privilege and discrimination across intersecting identities and exploring the intersections between individual and structural forms of oppression.

This process may present challenges and limitations, including methodological complexities, ethical considerations, and practical constraints. Researchers should be mindful of their own positionalities and biases and engage in reflexivity throughout the research process. Collaboration with interdisciplinary teams and community partners can help address these challenges and ensure that research outcomes are inclusive and socially relevant.

INTERSECTIONAL WORK AT…
THE GERMAN RESEARCH FOUNDATION

The German Research Foundation (DFG) General Assembly 2022 decided to expand the aspect of diversity in the original text of the "Research-Oriented Standards on Gender Equality" to advance the equal participation of all individuals in science and research - **including the aspect of intersectionality**. As a quality feature, the promotion of diversity serves to improve the requirements for high-quality science. At the same time, the title was changed to "Research-Oriented Equity and Diversity Standards"

The DFG recommends a location- or project-specific and needs-oriented selection of diversity dimensions and suitable measures and a needs-oriented prioritisation in the project. In the proposals for coordinated procedures, applicants are free to present the projects jointly or separately in equality, diversity and compatibility of science/family or to focus specifically on certain diversity dimensions. However, people in the project should not be forced to disclose their particular personal situation, which is why, for example, no figures on other diversity dimensions are requested in the applications (apart from information on the proportion of female researchers, researchers at early career stages, international researchers or researchers by discipline).

Measures can be conceived for several target groups together (e.g. career measures) or one measure can be suitable for different target groups (orientation and welcome events for the introduction to academia / the German academic system can be interesting not only for international researchers but also for first-generation academics and important for remaining in academia). Comprehensive programmes (diversity competence, bias awareness based on very different dimensions of diversity) can also be important for awareness-raising events for managers, for example, or if a research association adopts a code of conduct. However, measures focussing on specific diversity dimensions or experiences of discrimination can also promote equal opportunities and be important for progress in a particular project.

More can be found at:

https://www.dfg.de/en/principles-dfg-funding/basics-and-principles-of-funding/equal-opportunities/applicants-funding-recipients/standard-allowance/measures-to-promote-diversity

INTERSECTIONAL WORK AT...
# THE EUROPEAN UNION

Goals underlined in the Gender Equality Strategy (2020–2025)

- The goal is a Union where women and men, girls and boys, in all their diversity (The expression 'in all their diversity' is used in this strategy to express that, where women or men are mentioned, these are heterogeneous categories including concerning their sex, gender identity, gender expression or sex characteristics. It affirms the commitment to leave no one behind and achieve a gender-equal Europe for everyone, regardless of their sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation), who are free to pursue their chosen path in life, have equal opportunities to thrive, and can equally participate in and lead our European society.

- The implementation of this strategy will be based on the dual approach of targeted measures to achieve gender equality, combined with strengthened gender mainstreaming. The Commission will enhance gender mainstreaming by systematically including a gender perspective in all stages of policy design in all EU policy areas, internal and external. The strategy will be implemented using intersectionality – the combination of gender with other personal characteristics or identities, and how these intersections contribute to unique experiences of discrimination – as a cross-cutting principle.

- The intersectionality of gender with other grounds of discrimination will be addressed across EU policies. Women are a heterogeneous group and may face intersectional discrimination based on several personal characteristics. For instance, a migrant woman with a disability may face discrimination on three or more grounds. EU law, policies and their implementation should therefore respond to the specific needs and circumstances of women and girls in different groups. The forthcoming Action Plan on Integration and Inclusion and the EU strategic frameworks on disability, LGBTI+, Roma inclusion and children's rights will be linked to this strategy and each other. Moreover, the intersectional perspective will always inform gender equality policies.

More can be found at:

https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152
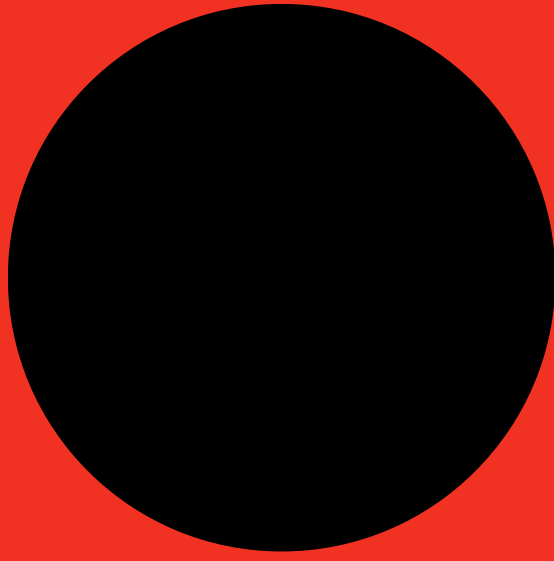
LEARNING INTERSECTIONALITY

TRAINING AND CONSULTATION

With effective training, research networks can empower themselves to integrate intersectional approaches into their work. Whether focused on general or specific knowledge, training is a step further in the commitment to making every voice heard and valued.

On the following pages, we introduce a selection of trainers and consultants who adopt an intersectional approach in their offers.

By engaging with experts in the field, research networks can benefit from tailored workshops, seminars, and strategic consultations designed to address specific needs and challenges. These professionals bring a wealth of knowledge and practical experience.

For instance, some trainers focus on interactive workshops that foster deep understanding and skill-building among participants. These sessions often include case studies, role-playing exercises, and collaborative problem-solving activities that make the concepts of intersectionality tangible and applicable to everyday scenarios.

Other consultants may offer comprehensive audits of existing practices, providing detailed feedback and actionable recommendations to enhance inclusivity. These audits can help identify gaps and biases, ensuring that the environments are more aware of diverse experiences and perspectives.

If you need assistance to find other types of training, do not hesitate to contact the Gender Consulting service!

DR. ANIELA KNÖBLICH

Dr Aniela Knoblich (she | all pronouns) studied German, Latin, Education and Educational Psychology. After working in the advertising industry, in publishing, in school and adult education, she gained a degree in comparative literature with a thesis on the relationship between tradition and innovation in contemporary German poetry. She has many years of experience as a manager in equality and diversity work at universities and has additional qualifications in bereavement counselling and first aid for mental health. She currently works as a freelance consultant on organisational culture, leadership and diversity and as a freelance bereavement counsellor.

Image: Trainer's personal website

Workshop Offer

Inclusive Leadership: how to become an inclusive leader in Academia? - with Jennifer J* Moos

What does it mean to be a leader in academia? What are key tasks for leaders in higher education and how can they contribute to creating gender-and diversity-sensitive work environments? How can we train ourselves to make choices as fair as possible when we work with and in diverse teams, have to choose new team members or write letters of recommendation? This training course introduces participants to inclusive leadership as a major contribution to fostering gender equality and diversity in institutions of higher education. As part of our interactive group exercises and discussions of case studies, participants will be encouraged to reflect on their own attitudes and approaches to leadership, check their unconscious biases, and develop first ideas on how to become inclusive leaders themselves. If you want to join this training course, you are welcome to contribute with your curiosity, willingness to share experiences, and readiness for change in perspective.

Participants will...
– ... reflect on different leadership roles and what it means to be a leader in academia
– ... learn about key concepts of gender equality, diversity and inclusion
– ... build an awareness of the effects of stereotypes and unconscious biases, e.g. in recruitment
– ... identify inclusive solutions to challenging leadership scenarios
– ... develop first ideas on how to become inclusive leaders

Costs

To be discussed with the trainers.

Contact the trainer:

E-mail: post@diegrenzgaengerin.net

https://diegrenzgaengerin.net

DR. EMILIA ROIG

Dr. Emilia Roig is a nonfiction author and political scientist. Her bestselling book "Why We Matter. The End of Oppression" was published in 2021 and her upcoming book "The End of Marriage. For a Revolution of Love" will be released in March 2023. She is co-author of numerous books, including Unlearn Patriarchy (Ullstein, 2022), Glückwunsch (Hanser Berlin, 2023), and Das Paradies ist weiblich (Kein & Aber, 2022). She is the Founder of the Center for Intersectional Justice (CIJ), a nonprofit organization that advocates for justice, equality, and lives free from systemic oppression for all.

Trainer's personal website

Training Offer

Emilia Roig provides training to institutions seeking to engage in critical dialogue about their organizational culture, policies and processes to make them more inclusive, fair and diverse - and help create workplaces free of systemic oppression. Her workshops are designed to provide the necessary knowledge and space for individual and collective reflection that can lead to perspective shifts and long-lasting, effective change.

Her trainings are specifically tailored and adapted to the needs, context and culture of each institution, and are geared towards staff, management and leadership, human resources, communications and all other relevant institutional fields. The training enables workplaces to incorporate intersectional principles into their daily functions and combines theory and practice. The setting is highly interactive and promotes self-reflection in a constructive atmosphere.

Training can take place on-site or online and can be held in English, French and German. Approach to enquire about which training would fit best to your size, learning objectives, and long-term goals.

Costs

To be discussed with the trainer.
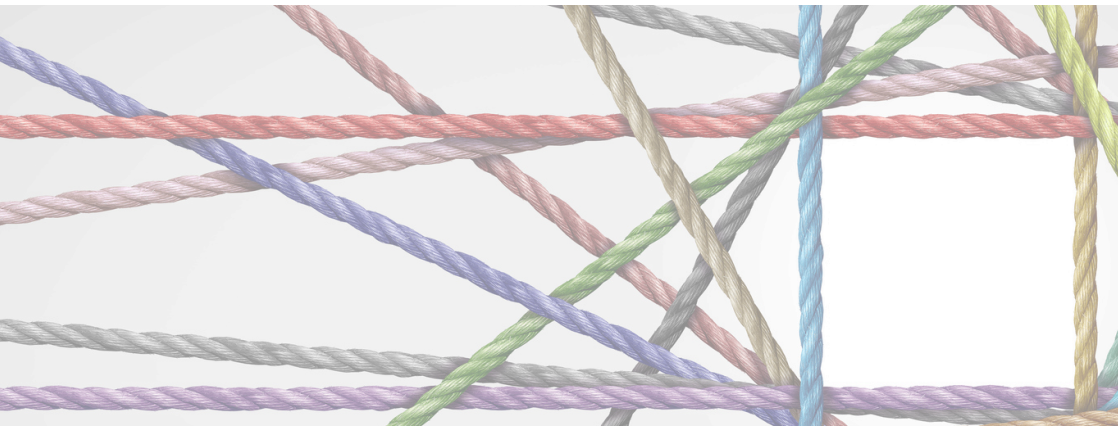
Contact the trainer:

E-mail: er@intersectionaljustice.org

https://www.emiliaroig.com/

GABI ROSENTREICH

"My lifelong commitment to social justice and equity is reflected in all my work. Differences between people and how these interrelate with behaviour and socioeconomic, sociopolitical and organisational structures deeply interest me. As do innovative strengths-based and participatory approaches. My freelance work as a trainer, facilitator, consultant and presenter is built on a strong foundation of experience in the spheres of government, academia and civil society. My work is personal, political and professional"

Image: Trainer's personal website

Workshop Offers

Diversity & Anti-Discrimination

Almost all universities and research funders now aim to promote diversity and reduce discrimination. In this workshop/presentation, participants will deepen their understanding of what these terms mean and how they relate to the legal framework and practice within research networks. They will have the opportunity to reflect on their own identities and experiences concerning diversity, to discuss the competencies required to work effectively in an environment characterised by diversity and to apply diversity considerations to their own roles.

The workshop can focus on participants in leadership roles or be more general.

Intersectionality

'Intersectionality' refers to the intersection of different identities and forms of discrimination such as sexism, racism, ableism, classism, ageism, etc. This interplay impacts a person's position in society and their ability to participate in different contexts. Intersectionality is an attempt to capture this complexity and take it into account in practice. The term has begun to gain currency in European academia, but an intersectional approach is rarely evident. This workshop/presentation will introduce the concept of intersectionality and reflect on how it relates to and enriches participants' practice. It will explore some of the needs and challenges of an intersectional approach to research and/or teamwork.

Intersectional Gender Equity (Gleichstellungsarbeit)

Gender equity or gender equality is a so-called vertical approach that focuses on one social category (gender) and seeks to reduce gender inequality. An intersectional perspective seeks to address the interplay of many categories and forms of discrimination. The term has begun to gain currency in European academia, but an intersectional approach is rarely evident in practice and some feminist practitioners even fear that it could lead to the undermining of gains made to date.

This workshop/presentation will introduce the concept of 'intersectionality' and outline how it relates to and enriches the promotion of gender equity. It explores some of the needs and challenges of intersectional gender equity practice.

Diversity Data Collection & Monitoring

Increasingly, research funders and others are calling for more disaggregated data on gender equality and the inclusion of other dimensions of diversity (preferably intersectionally) as well as experiences of discrimination in quantitative research and monitoring. This workshop/presentation will provide an introduction to the field of diversity data collection and monitoring. Ethical, conceptual, methodological and practical issues and challenges will be reflected upon and some recommendations will be shared.

Inclusive Gender Data

Gender diversity beyond a narrow male-female binary is a fact, enshrined in German legislation. However, data collection still often fails to take this social reality into account, resulting in limited, biased and inaccurate data. This workshop/presentation will provide an introduction to gender diversity and its implications for data collection and reflect on practice examples. Participants will have the opportunity to reflect on their own data practises and consider how gender diversity could be better addressed.

Strategic Development

Strategies and action plans allow us to formulate goals for a team, unit or organisation that meet real needs, and to develop actions that contribute to achieving those goals. In this presentation/workshop, participants will be introduced to strategic development and will gain an understanding of both the 'why' and the 'how' of strategic planning processes.

Empowerment Workshop for Queer Researchers

This peer-based workshop provides a space for queer and/or LGBTIQ+ researchers to reflect on what their sexual orientation and gender identity have meant concerning their research careers to date, what challenges and opportunities these aspects of their identities and experiences bring, and what actions they would like to take. It takes a strengths-based, intersectional and self-reflective approach.

Gender Competence

Universities aim to promote gender equity and create a working environment in which all genders can flourish. In this presentation/workshop, participants will deepen their understanding of what gender actually means, the relevance of gender in a work context and gender-specific barriers in academic careers. They will be supported to reflect on the relevance of gender to their role and to develop options for action in their own professional lives. The workshop/presentation can focus on participants in leadership roles or be more general.

Consultancy Services

Online, in English or German.

Expert advice on:

·strategic, organisational and personnel development
·project planning/management
·practice issues relating to diversity and discrimination.

Costs

Presentation: Lectures providing key information. English or German.
Approximately 30 minutes + 15-30 minutes discussion

- online: ca. 400 €
- face-to-face**: ca. 800 € + travel costs

Workshop: input + interactive methods to reflect on the participants' practice. English or German. Minimum 6 participants.

- 3 hours online: ca. 1000 €
- 3 hours face-to-face**: ca. 1400 € + travel costs
- 6 hours online: ca. 1800 €
- 6 hours face-to-face**: ca. 2200 € + travel costs

Consultancy Services

·150 € per hour

* Quote will be provided based on agreed details. These prices provide an indication only.
No VAT (Kleinunternehmerin nach §19 UstG).
** Provision of a suitable venue and materials (e.g. flip charts, projecter) by the client.

Contact the trainer:

E-mail: grosenstreich@posteo.de

https://www.rosenstreich.net/

JENNIFER J* MOOS

Jennifer J* Moos (she | no pronouns) studied American literature and cultural studies, linguistics and gender studies. She is a certified diversity trainer and systemic coach with many years of experience in the areas of equality policy at universities universities, personnel and organisational development, university teaching, LGBTIQ+, promotion of young talent and talent management. She works with and advises institutions in Germany, Austria and Switzerland on diversity and inclusion issues in the areas of policy and measure development, language and development, language and communication as well as gender diversity.

Image: Trainer's personal website

Workshop Offer

Gender and Diversity in Academia - What's My Share?
This training course introduces participants to the seven core dimensions of diversity. It raises awareness of structural inequalities within the academic system that create specific challenges for individuals and members of communities, e.g., due to age, ethnicity, gender identity, or sexual orientation. As part of the training, we will learn about the effects of our own and others' (unconscious) biases. We will develop strategies to test ourselves and to create effective interventions to these challenges.

What does it mean for each of you to act as a reliable and responsible member of the research community? How can each of you contribute to creating an even more inclusive environment for studying, researching, and working within your faculty? What could be your own or your team's share regarding equality, diversity, and inclusion within the Faculty of Science? We will address these – and further – questions in a very interactive way. To gain the most from this course, everybody is invited to actively participate in different exercises. We are also encouraging you to self-reflectively challenge your usual practices and perspectives.

On successful completion of this course, participants will:

– Understand key concepts of diversity and inclusion within academia.
– Know about unconscious biases as potential barriers within the academic system.
– Have reflected upon how systems of power shape our experiences as individuals
and members of communities.
– Have created an awareness of anti-discriminatory practices as possible interventions to systemic inequalities.
– Have developed an understanding of what it means to be a responsible member of the research community and how to contribute to creating inclusive research environments.

Costs

To be discussed with the trainer.

Contact the trainer:

E-mail: post@diegrenzgaengerin.net

https://diegrenzgaengerin.net

LUISE GÖRLACH

"One of my personal concerns is to sensitise people to the handling of data. In this context, I work with different groups: University staff, teachers, pupils, women's centres, professionals in the social sector, associations, the self-employed and groups with an international history. As a digital nomad, I am currently travelling the world to find international inspiration for my unconventional workshops. But while I am immersed in digital worlds, I prefer to sip from analogue coconuts. I share my experiences of travelling, coworking and digital self-determination on my Instagram profile: @digitale.selbstfuersorge"

Image: Trainer's personal website

Workshop Offer

Digital Authonomy

In times of all-encompassing digitalization, we leave traces of data in almost every area of life.

The average person would have great worries about giving away intimate information about their field of work or private life. However, when it comes to digital information, we seem to be rather careless.

Our personal data is being used by companies and institutions to shape the way we see the world: by giving or denying us access to certain services or information. This impact comes from results in search engines to being granted a loan or specific insurance. This also bears a lot of potential for discrimination based on data.

Hence, it is time to gain back the autonomy over our data! Little changes in our gadgets' settings or our behaviour can already have a massive effect on the flow of data. This workshop will show you easy steps to keep private information private without having to stay away from being a part of the connected world. Topics include following our own data traces, getting to know open-source office tools and learning the basics of cybersecurity (e.g. recognizing common threats like phishing, and creating safe passwords).

*This workshop can also be adjusted to different groups, for example, women (with an extra section about cyberstalking) or people who deal with particularly sensitive data.

Costs

usually 500 EUR/2h (online)

Contact the trainer:

E-mail: hallo@luisegoerlach.de

https://www.luisegoerlach.de/

MIRRIANNE MAHN

Mirrianne Mahn is a political activist, author, theatremaker, city councillor in Frankfurt am Main and freelance consultant for diversity development. In her areas of work, she campaigns against all forms of discrimination and in favour of more diversity in all areas of life

Image: Trainer's personal website

Workshop Offer

Diversity and Intersectionality

In the Diversity and Intersectionality workshop, we will look at the question of why we strive for diversity and intersectionality. We will dive into the depths of the two terms and their consequences in everyday life to understand why they are important and how they enrich the quality of our work and our interactions, for example. We scrutinise what diversity really means and why it is often a challenge in practice. Together, we will explore the intersectional view, i.e. the view that considers many different forms of discrimination at the same time. We do this to make different forms of discrimination visible in our interactions and to recognise disruptions to routines and everyday life as an opportunity for change.

Note: This workshop deals with different forms of discrimination.

Book

ISSA

Issa doesn't actually want to go on this journey. Pregnant, she is on a plane to Douala, driven by her mother, who fears for her daughter's life as she is about to give birth. In Cameroon, the country of her childhood, she is supposed to follow the healing path of rituals under the eagle eyes of her grandmothers. But it's not that easy when you're too black in Frankfurt and too German in Buea. For Issa, the visit becomes a confrontation with her own family history and the certainty that both trauma and the unconditional will to love and live are hereditary.

Mirrianne Mahn skilfully interweaves the fates of five women whose lives are more than a century apart and yet are connected by the lines of colonial exploitation and the pursuit of self-determination. An empowering, powerful and haunting debut*

*the description was taken from the official review

Costs

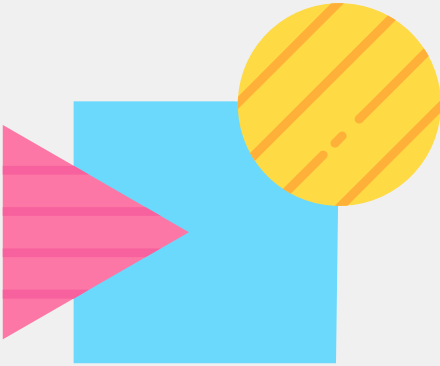To be discussed with the trainer

Contact the trainer:

Contact form: https://mirrianne-mahn.com/kontakt/

https://mirrianne-mahn.com/

KEEPING THE DISCUSSION ALIVE

RESOURCES

To perform effective intersectional work, it is important to stay up to date with discussions on the topic. Additionally, we can benefit from different perspectives on everyday issues to broaden our view of the world, especially when discussing them with our peers.

We have compiled a selection of resources to help you develop an intersectional policy.

Additionally, we have included some book recommendations that can enhance your knowledge. These books can be read individually or as part of a group to keep the discussion active and ongoing.

Engaging with these texts together allows for diverse perspectives to be shared and understood, enriching the conversation and ensuring that intersectionality remains a central and dynamic component of your policy development efforts.

We hope that these materials can support you in acknowledging and addressing the complex interplay of identities and power structures.

Please contact the Gender Consulting service if you need more specific recommendations!

INTERSECTIONAL POLICY

UN Women

The "Intersectionality Resource Guide and Toolkit", developed by the UN Women, bring examples, case scenarios, and a full guide on how to analyse the intersectional work in your policymaking.

Portal Intersektionalität

A digital platform for researchers, teachers and practitioners who relate positively to the paradigm of intersectionality. It thus serves information, cooperation and networking as well as vital further development in research, teaching and practice.

University of Edinburgh

The University of Edinburgh offers a series of materials to understand the topic of Intersectionality with real-life examples and videos. It also brings an enlightening discussion about privilege.
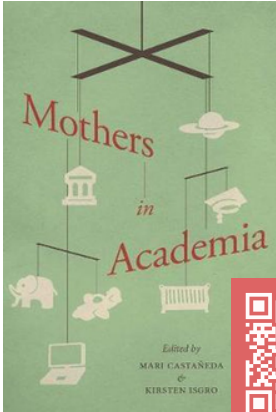
Race, Ethnicity, and Culture - APA

Recently, the American Psychological Association (APA) revised their guidelines regarding Race, Ethnicity, and Culture for reporting all research conducted in psychology, recognising past mistakes in the field.

TO READ AND REFLECT

Mothers in Academia - Mari Castañeda and Kirsten Isgro

"Featuring forthright testimonials by women who are or have been mothers as undergraduates, graduate students, academic staff, administrators, and professors, Mothers in Academia intimately portrays the experiences of women at various stages of motherhood while theoretically and empirically considering the conditions of working motherhood as academic life has become more laborious. Essays also reveal the often-stark differences between women's encounters with the academy and the disparities among various ranks of women working in academia. Contributors—including many women of colour—call attention to tokenism, scarce valuable networks, and the persistent burden of proving academic credentials. They also explore gendered parenting within the contexts of colonialism, racism, sexism, ethnocentrism, ageism, and heterosexism"

The Will to Change: Men, Masculinity, and Love - bell hooks

"Everyone needs to love and be loved—even men. But to know love, men must be able to look at the ways that patriarchal culture keeps them from knowing themselves, from being in touch with their feelings, and from loving.

With trademark candour and fierce intelligence, hooks addresses the most common concerns of men, such as fear of intimacy and loss of their patriarchal place in society, in new and challenging ways. She believes men can find the way to spiritual unity by getting back in touch with the emotionally open part of themselves—and lay claim to the rich and rewarding inner lives that have historically been the exclusive province of women. A brave and astonishing work, The Will to Change is designed to help men reclaim the best part of themselves"

All descriptions of this section are extracted from the official reviews of mentioned books.

TO READ AND REFLECT

A critical field guide for working with machine learning datasets - Sarah Ciston

A CRITICAL FIELD
GUIDE FOR WORKING
WITH MACHINE
LEARNING DATASETS
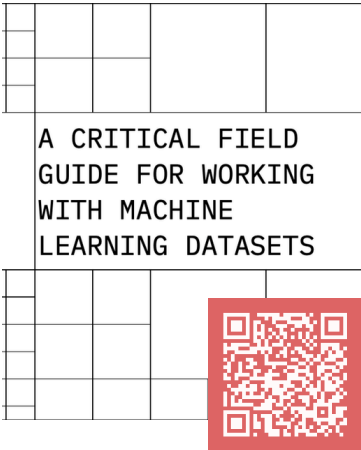
"Machine learning datasets are powerful but unwieldy. They are often far too large to check all the data manually, to look for inaccurate labels, dehumanizing images, or other widespread issues. Despite the fact that datasets commonly contain problematic material — whether from a technical, legal, or ethical perspective — datasets are also valuable resources when handled carefully and critically. This guide offers questions, suggestions, strategies, and resources to help people work with existing machine learning datasets at every phase of their lifecycle. Equipped with this understanding, researchers and developers will be more capable of avoiding the problems unique to datasets. They will also be able to construct more reliable, robust solutions, or even explore promising new ways of thinking with machine learning datasets that are more critical and conscientious"

On Intersectionality: Essential Writings - Kimberle Crenshaw

KIMBERLÉ
CRENSHAW

ON
INTERSECTIONALITY
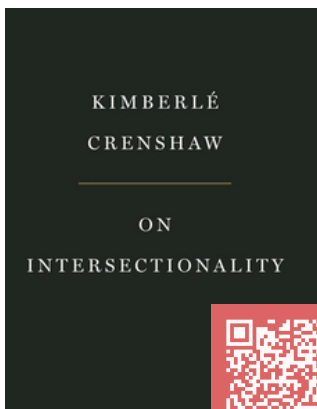
"Drawing on black feminist and critical legal theory, Kimberlé Crenshaw developed the concept of intersectionality, a term she coined to speak to the multiple social forces, social identities, and ideological instruments through which power and disadvantage are expressed and legitimized. For more than twenty years, scholars, activists, educators, and lawyers – inside and outside of the United States – have employed the concept of intersectionality both to describe problems of inequality and to fashion concrete solutions.

In this comprehensive and accessible introduction to Crenshaw's work, readers will find key essays and articles that have defined the concept of intersectionality, collected together for the first time. The book includes a sweeping new introduction by Crenshaw as well as prefaces that contextualize each of the chapters. For anyone interested in movement politics and advocacy, or in racial justice and gender equity, On Intersectionality will be compulsory reading from one of the most brilliant theorists of our time"

TO READ AND REFLECT

Intersektionalität in Deutschland: Chancen, Lücken und Herausforderungen

"The report points that the current data basis (official statistics and empirical studies) and theoretical models, which are intended to make potentials and deficits in social institutions and structures visible and comprehensible in Germany, require an innovative renewal that does justice to the current demographic and biographical realities of the immigration society. The category of 'migration background' used to date is no longer sufficient to capture the multi-layered and very different potentials and hurdles that characterise immigration societies. New perspectives are therefore needed that reflect the existing diversity and therefore also the strength of the new Germany, as well as the courage to rethink existing socio-economic and emotional imbalances between different population groups"

All We Can Save: Truth, Courage, and Solutions for the Climate Crisis
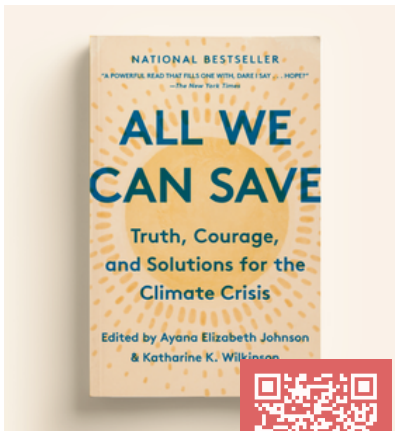
"All We Can Save illuminates the expertise and insights of dozens of diverse women leading on climate in the United States—scientists, journalists, farmers, lawyers, teachers, activists, innovators, wonks, and designers, across generations, geographies, and race—and aims to advance a more representative, nuanced, and solution-oriented public conversation on the climate crisis. These women offer a spectrum of ideas and insights for how we can rapidly, radically reshape society.

Intermixing essays with poetry and art, this book is both a balm and a guide for knowing and holding what has been done to the world, while bolstering our resolve never to give up on one another or our collective future. We must summon truth, courage, and solutions to turn away from the brink and toward life-giving possibility. Curated by two climate leaders, the book is a collection and celebration of visionaries who are leading us on a path toward all we can save"

TO READ AND REFLECT

Moral AI: And How We Get There

"Can computers understand morality? Can they respect privacy? And what can we do to make AI safe and fair?

In Moral AI, world-renowned researchers in moral psychology, philosophy, and artificial intelligence – Jana Schaich Borg, Walter Sinnott-Armstrong and Vincent Conitzer – tackle these thorny issues head-on. Writing lucidly and calmly, they lay out the recent advances in this still nascent field, peeling away the exaggeration and misleading arguments. Instead, they offer clear examinations of the moral concerns at the heart of AI programs, from racial equity to personal privacy, fake news to autonomous weaponry. Ultimately, they argue that artificial intelligence can be built and used safely and ethically, but that its potential cannot be achieved without careful reflection on the values we wish to imbue it with."

## Mad World: The Politics of Mental Health - Micha Frazer-Carroll

"Mental health is a political issue, but we often discuss it as a personal one. How is the current mental health crisis connected to capitalism, racism and other social issues? In a different world, how might we transform the ways that we think about mental health, diagnosis and treatment?

These are some of the big questions Micha Frazer-Carroll asks as she reveals mental health to be an urgent political concern that needs deeper understanding beyond today's 'awareness-raising' campaigns.

Exploring the history of asylums and psychiatry; the relationship between disability justice, queer liberation and mental health; art and creativity; prisons and abolition; and alternative models of care; Mad World is a radical and hopeful antidote to pathologisation, gatekeeping and the policing of imagination"

application example

<u>Teaching to Transgress - bell hooks</u>
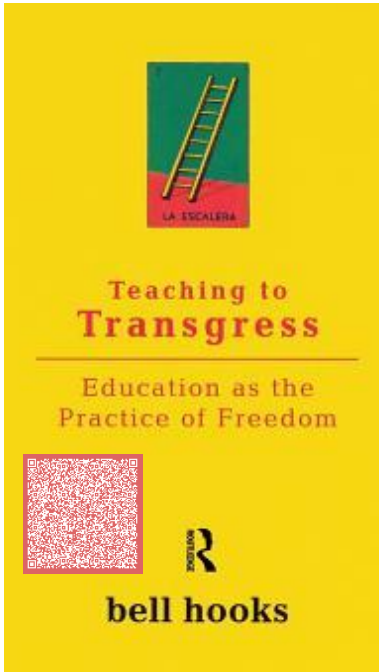
Departing from the book "Teaching to Transgress", by black-feminist scholar bell hooks, here is an example of how we can apply insights from the selected and further resources to creating intersectional, all-gender inclusive research environments.

While hooks' work primarily addresses classrooms, its principles hold relevance for fostering inclusivity within academic research networks. hooks underscores the transformative power of education and the significance of cultivating inclusive spaces where diverse voices are not just acknowledged but celebrated.

- **Celebrating and embracing diversity**

Central to hooks' message is the importance of recognizing and celebrating diversity within research settings. Much like classrooms benefit from the presence of students with varied backgrounds and experiences, academic research thrives when scholars from diverse perspectives contribute. However, academic circles may exert pressure to conform to established norms, potentially stifling the richness of this diversity. Embracing the multitude of voices within research settings is vital for nurturing an environment where all scholars feel valued and respected.

- **Language**

Language also emerges as a pivotal element in fostering inclusivity. hooks highlights how language can either empower or exclude individuals, particularly those whose voices are marginalized. In academic research, the language used can either facilitate or hinder participation, particularly for underrepresented scholars. Creating an inclusive linguistic environment entails acknowledging and accommodating diverse linguistic practices, empowering all scholars to express themselves authentically.

- **Experiential Knowledge**

hooks emphasizes the importance of recognizing and valuing experiential knowledge. Just as educators honour the lived experiences of their students, researchers must acknowledge the unique perspectives and insights individuals from diverse backgrounds bring to their work. Incorporating these diverse perspectives enriches scholarly inquiry, leading to more nuanced and inclusive outcomes.

- **Challenge current standards**

In addition to embracing diversity and experiential knowledge, hooks challenges us to interrogate and disrupt traditional research practices that perpetuate exclusionary dynamics. Research methodologies, paradigms, and dissemination practices often reflect dominant perspectives, marginalizing alternative viewpoints. Scholars can create research environments reflective of the world's complexities and diversity by critically examining these norms and advocating for inclusive research practices.

- **Active Listening**

Fostering inclusivity in academic research demands a commitment to active listening, dialogue, and collaboration. Creating spaces for open exchange enables scholars to engage with diverse perspectives, challenge assumptions, and co-create knowledge that is inclusive and representative.

Lastly, it is crucial to recognize and value the contributions of all participants in the research process, including marginalized scholars. By acknowledging their often-unseen labour and ensuring their voices are respected and valued, academic research can become more welcoming and supportive of scholars from diverse backgrounds.

LIKE DESIRE, LANGUAGE DISRUPTS, REFUSES TO BE CONTAINED WITHIN BOUNDARIES. IT SPEAKS ITSELF AGAINST OUR WILL, IN WORDS AND THOUGHTS THAT INTRUDE, EVEN VIOLATE THE MOST PRIVATE SPACES OF MIND AND BODY.

BELL HOOKS. TEACHING TO TRANSGRESS

Image: https://pousta.com/bell-hooks-feminismo-negro-muerte/

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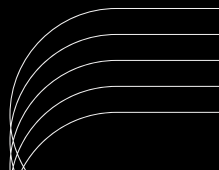Hochschulstraße 1
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