



INTERSECTIONAL
APPROACH TO ID
IN THE YOUTH
SECTOR

What are we
doing today?

A bit of context

What does intersectionality
mean within that context

How is any of this relevant
to the work you do in the
youth sector

What do you need to be able
to change your mind safely,
and on your own terms?

Personal and collective agreements

**Be present
as much as
we can
and
manage
our
learning
whichever
way works
best for us**

We acknowledge we all have our **own processes**: *So maybe we could prioritise our **learning** over being “**right**”*

We may feel **resistance and discomfort**: *So maybe we could **stay with it**, just long enough to figure out what is really going on for us*

Some say that “to be willing to learn is to be willing to change”: *So maybe we could **share** rather than **convince**; Maybe we could try to **see beyond** our own story.*

We are already operating very close to our **stretch zone**: *So let us be **mindful** of ourselves and others*

The **impact** of our words is what stays with the other, not our **intention**: *So maybe we could bring our **awareness** to our intention before it is spoken. W.A.I.T (**Why Am I Talking**)*

We can't ensure total **confidentiality**: *So maybe we could ensure we **hold** each other's stories with **respect***

There is always something new to learn: *So, let us approach this space with a **beginner's mind** and curiosity*

**Respect means “The
willingness to look again”**

Inclusion and Diversity practice

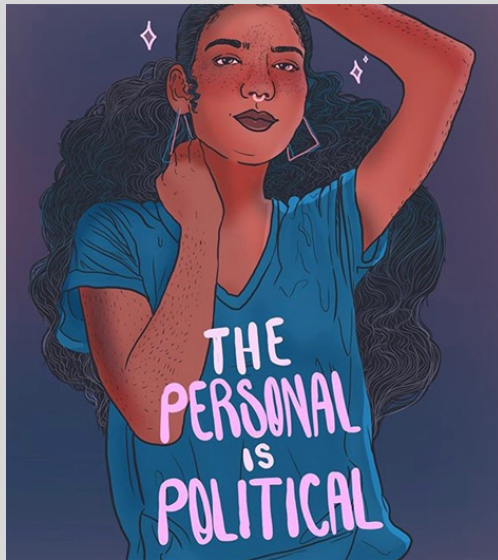
What is my framework?

Inclusive and Responsive Practice

THE BIG PICTURE
THE SOCIAL AND
POLITICAL CONTEXT

SELF-AWARENESS
AND CRITICAL
REFLECTION

NEEDS BASED
PRACTICE;
UNDERSTANDING THE
YOUNG PEOPLE



HUMAN RIGHTS

Universal
Inalienable
Indivisible
Interdependent
Equal
Non-
discriminatory

Human rights are rights we have simply because we exist as human beings - they are not granted by any state. These universal rights are inherent to us all, regardless of nationality, sex, national or ethnic origin, colour, religion, language, or any other status. They range from the most fundamental - the right to life - to those that make life worth living, such as the rights to food, education, work, health, and liberty.

(UNHR- OHC)

SOCIAL JUSTICE

Access
Equity
Rights
Participation
Diversity

Social justice is a political and philosophical concept which holds that **all** people should have **equal access** to **wealth, health, wellbeing, justice**, and **opportunity**.

- It is about realising a greater equality of access to goods and services,
- overcoming unfairness caused by unequal access to resources and power,
- equal effective legal, industrial, and political rights,
- expanded opportunities for real participation in the decisions which govern our lives;
- and the recognition and respect of differences.

UNDERSTANDING THE
SOCIAL AND
POLITICAL CONTEXTS
AND FRAMEWORKS
THAT IMPACT OUR
YOUTH WORK SPACES

The
quadrant as
an analysis
tool

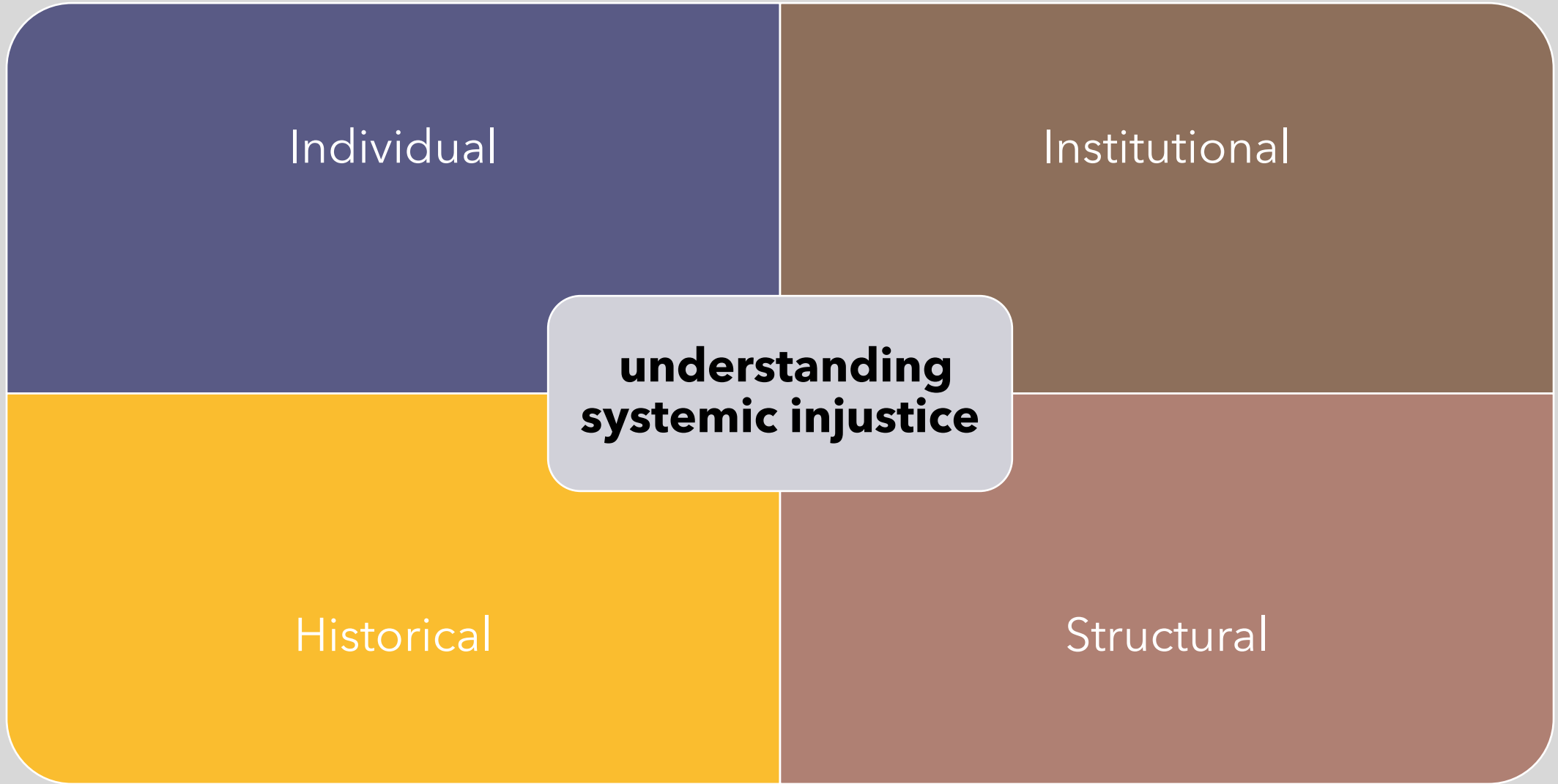
Individual

Institutional

**understanding
systemic injustice**

Historical

Structural



INDIVIDUAL

When we focus our understanding of injustice as rooted in individual behaviour

The blame is attributed and limited to the person conducting the individual acts or being on the receiving end

We might not see how society enable such behaviour

Examples include hate speech, denying access or rights, acts of prejudice, stereotyping, and verbal and/or physical acts of assault.

STRUCTURAL

The structures are all societal institutions such as the school system, the labour market, the housing market, the banking system, the health system, the media and politics.

Structural inequalities manifest at societal level

Structural discrimination is based on social hierarchies

Individuals are placed somewhere on the spectrum of this (invisible) hierarchy

Example: *The overrepresentation or underrepresentation of certain groups of people - can help us uncover patterns of structural discrimination*

INSTITUTIONAL

The institutional dimension is very similar to structural discrimination, for both the discrimination patterns come from institutions and laws.

While Structural focuses on societal structures and hierarchies

Institutional focuses on the actions, behaviours and decisions of people in positions of power within institutions

The actions and decisions of people working within institutions may be unintentional, but the consequences can be far-reaching.

HISTORICAL

The historical dimension is the foundation of the three other dimensions;

It is often overlooked in discourses on injustice and social inequality.

This dimension represents: The historical roots and legacy of ideologies, Past systems and events which continue to shape current attitudes, events, media representations, social inequalities and hierarchies

INTERSECTION
CROSSING
MEETING
JOINING
CONVERGENCE



Intersectionality

“is a **theoretical concept**, an **analytical approach** and a **legal** and **policy tool** that captures the various layers of advantages and disadvantages everyone experiences based on societal and structural systems. These systems include racism/colonialism, capitalism, and patriarchy; and their byproducts: classism, homo- and transphobia, cis- and heterosexism, and all other forms of racism. Intersectionality looks at how social categories are interwoven on multiple and simultaneous levels”

(Centre for Intersectional Justice)

FAMILY STATUS (DIS)ABILITY RACE GENDER
COLOUR NATIONALITY SOCIOECONOMIC
STATUS
RELIGION NATIVE LANGUAGE AGE SEXUAL
ORIENTATION OCCUPATION/EDUCATION

Source: The Winters Group Inc

- What is the framework we operate from?
- What do we believe the role of youth work should be in the service we provide?
- What is our understanding of the role of youth work in equality, equity and justice?
- Is our focus equal opportunities or equal outcomes?
- What are the frameworks we use to identify needs and carry needs analysis?
- Do those framework shed light on our blind spots?

We can
choose to
create the
space and
support to
act:

Consciously

Consistently and

Courageously on our values

We can practice pushing the “**pause button**”
to interrupt our patterns, fears and biases.

We can develop “**equity muscles and
memory**” to override old habits and
responses.

We can learn to prime ourselves and others to
take mindful action.

(Terry Keleher- Race Forward)