Serving LGBTQIA+ through an intersectional lens

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Session Description

This session will offer participants an opportunity to critically examine how they can best serve folx through an intersectional lens. Participants will be asked to reflect on their own attitudes, beliefs and behaviors in order to examine how they may be best positioned to serve the needs of marginalized communities.

Please note that participants are expected to have a foundational understanding of terms & definitions surrounding LGBTQIA+ identities (lesbian, gay, bisexual, trans, non-binary, questioning, queer, intersex, asexual & other related gender & sexual orientations).
Who am I? Sarah - They/Them

I moved to Boise last year from the Midwest, Iowa & Nebraska to be exact. Greatly influenced by bell hooks and Paulo Friere, I approach learning as a transgressive, boundary-breaking, dialogic practice. Some positions of privilege I hold are that I am college educated & almost middle class. I identify as a black, queer, poly, trans & neuro-divergent, fat womxn. I am a survivor, an advocate, and a truth-teller. In my undergrad I studied Sociology and Women & Gender Studies, with a psychology minor. My previous work centered around trauma informed care, survivor advocacy, and sexual violence prevention. I LOVE all things peanut butter & trying new foods. I am an Aries with a Libra Rising & Taurus moon. I am currently working on my Master’s degree with an emphasis in communication and critical pedagogy.
I’ve lived in the Boise area since I was 12. Some positions of privilege I hold are that I am white and cisgender. I also identify as a queer, fat, disabled and neuro-divergent woman. I’m a two-time Boise State graduate. My undergraduate work was in literature and gender studies, while my graduate work was in rhetoric and composition. I have a background in tutoring and teaching writing, and I currently oversee the Academic Integrity Program in the Office of the Dean of Students at Boise State. My teaching philosophy throughout my work has prioritized transparency, equity, and access. Because my pal Sarah is facilitating this session, I’ll also share that I’m an Aquarius with a Capricorn moon and Leo rising. I love to spend my time crocheting, playing board games, and discussing anything and everything with my friends.
Learning Objectives / Influential Theory

Understand your own identity in relation to race, class, power, gender, privilege, role and position

Examine our own identities and how that influences our work
Certainly there are very real differences between us of race, age, and sex. But it is not those differences between us that are separating us. It is rather our refusal to recognize those differences, and to examine the distortions, which result from our misnaming them and their effects upon human behavior and expectation. - Audre Lorde

Too often, we pour the energy needed for recognizing and exploring difference into pretending those differences are insurmountable barriers, or that they do not exist at all. This results in a voluntary isolation, or false and treacherous connections. - Audre Lorde
One question you bring to the session

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Social Ecological Model
Intersectionality

Intersectionality is a framework for conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people’s overlapping identities and experiences in order to understand the complexity of prejudices they face

- coined by Kimberle Crenshaw, law professor & social theorist (1989)
- theory emerged from black feminism
Who are you? - Ethnicity

the fact or state of belonging to a social group that has a common national or cultural tradition
Who are you? (ethnicity)

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Who are you? - Race

any one of the groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry
Who are you? (race)

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Who are you? - Socioeconomic Status

the system of ordering a society in which people are divided into sets based on perceived social or economic status
Who are you? (class)

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Who are you? - Gender

How you identify yourself - EX) boy, girl, transgender, non-binary, cisgender

Refers to the socially constructed roles, behaviors, activities and attributes that a given society considers appropriate for people.
Who are you? (gender identity)

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Who are you? - Sex

What the medical community labels you EX) male, female, intersex
Who are you? (Sex)

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Who are you? - Sexual Orientation

Who you love

ex) lesbian, gay, bisexual, pansexual, asexual, queer, heterosexual
Who are you? (sexual orientation)
Who are you? - National Origin

includes birthplace, ethnicity, ancestry, culture, and language
Who are you? (nationality)

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Who are you? - First Language

language of birth
Who are you? (first language)
Who are you? - (dis) ability

physical, emotional & developmental (dis) ability
Who are you? (dis)ability

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Who are you? (education)

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Who are you? (age)

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Who are you? (religious/spiritual)

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Who are you? (organization)

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Who are you? (position/power)
Positionality

- is a word we use to reflect on how you enter a space, the position or role you hold and how that affects others and the space

- describes how your identity influences, and potentially biases, your understanding of and outlook on the world

- we need to reflect on our own identity, how we enter and influence a space

- it helps us understand how we perpetuate inequality and oppressive power structures
What identities do you think about least often?
What identities do you think about most often?

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What identities have the greatest effect on how others perceive you?

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Writing Reflections

Choose several terms of identity used to define marginalized others: Asian American, queer, Black, transgender male, fat, asexual, neuro-divergent, lesbian, poor, Spanish speaker, immigrant, Muslim, young, old, wheelchair user, atheist, etc.

- What is unfamiliar?
- What do you not know?
- How are your words, your friends, your desires, your body different?
- What does it mean to be you?

Your task is to explore how you have constructed your chosen term, balancing what you’ve taken in from essays, advertising, and media and what you put out into the public sphere yourself.

_Do not make a claim. Do not argue. Do not conclude. Explore, meditate, engage in self-reflection._
What stood out?

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Resources

What is intersectionality and what does it have to do with me?

DI -Dictionary

Working Across Difference

Crenshaw (1989)