



- *The ISS Mary Anne Haas* -  
**WOMEN'S SYMPOSIUM**

presents

— “*When Her Shackles* —  
*Are Different Than My Own ...*”

Exploring the Power and Necessity of Intersectionality  
in Women's Liberation and Leadership

**Facilitated by Alysa Perreras**



***“When her Shackles are Different Than  
my Own...”***

**ISS Women's Symposium 2021**



I am thrilled to be here with  
you all today.

## Community Objective:

We will develop a working  
definition of intersectionality  
and identify WHY  
intersectionality must be  
fundamental to women's  
liberation work and feminism  
as a whole.



## Padlet Link



After opening the guiding document and reflecting on the community agreements, please access the padlet using the link in the chat or the QR CODE

<ul style="list-style-type: none"> <li>• Woman</li> <li>• <b>Dating in your country</b></li> <li>• (considered an "expat" within the school)</li> <li>• <b>Shopping for clothing</b></li> </ul>	<ul style="list-style-type: none"> <li>• Man</li> <li>• <b>Leading in an International School</b></li> <li>• In the community</li> <li>• (considered an "expat" within the school)</li> <li>• <b>Opening a line of credit</b></li> </ul>	<ul style="list-style-type: none"> <li>• Male</li> <li>• <b>Opening a line of credit</b></li> </ul>
<ul style="list-style-type: none"> <li>• Transgender Woman</li> <li>• <b>Starting a business/being an entrepreneur</b></li> <li>• High Income</li> </ul>	<ul style="list-style-type: none"> <li>• Non-gender</li> <li>• <b>Traveling the world (pre-pandemic)</b></li> <li>• (considered an "expat" within the school)</li> <li>• High Income</li> </ul>	<ul style="list-style-type: none"> <li>• Male</li> <li>• Bisexual</li> <li>• <b>Traveling the world (pre-pandemic)</b></li> <li>• (school is located)</li> <li>• High Income</li> </ul>

*Note: Not all the ways people identify are included in this activity*



# Collaborative Reflection - 8min

What did you  
consider in  
determining the  
experiences each  
*identity* may have in  
each situation that  
was presented?



- Privilege is not a binary
- The fluidity and nuance of privilege and oppression is directly linked to the concept of intersectionality



# Soft Intro to *Intersectionality* from the Black Feminists who birthed the movement

*\*Accept non-closure: this theory is over 30+ years old, rooted in Black Feminist traditions and requires time and commitment to fully grapple with...; emphasis on SOFT intro*





*"It is obvious that many women have appropriated feminism to serve their own ends, especially those white women who have been at the forefront of the movement; but rather than resigning myself to this appropriation I choose to re-appropriate the term "feminism," to focus on the fact that to be **"feminist"** in any authentic sense of the term is to want for all people, female and male, liberation from sexist role patterns, domination, and oppression."*

**bell hooks: "Ain't I a Woman"**





## Lessons on intersectionality from bell hooks

- Feminism is not an identity, it is a commitment to dismantling systems
- Making woman “equal” to men is too simplistic a goal
- *Sexist exploitation* harms all

*"Those of us who stand outside the circle of this society's definition of acceptable women; those of us who have been forged in the crucibles of difference— those of us who are poor, who are lesbians, who are Black, who are older— know that survival is not an academic skill . It is learning how to stand alone, unpopular and sometimes reviled, and how to make common cause with those others identified as outside the structures in order to define and seek a world in which we can all flourish."*

**Audre Lorde, "Second Sex conference"**





## Lessons on intersectionality from Audre Lorde

- Reimagining community
- “The Master’s Tools Will Never Dismantle the Master’s House”
- The value in creativity and amplification of diverse voices



*"Intersectionality draws attention to invisibilities that exist in feminism, in anti-racism, in class politics, so, obviously, it takes a lot of work to consistently challenge ourselves to be attentive to aspects of power that we don't ourselves experience."*

**Kimberlé Crenshaw, 1989**





## Lessons on intersectionality from Kimberlé Crenshaw

- Intersectionality as a lens and praxis counters the deficient mindset around systematically marginalized peoples
- Intersectionality allows for greater accountability
- Intersectionality & Reflectivity are **essential** to leadership



# Collaborative Reflection- 10 min

- How would you define intersectionality to someone? Can you give an example?
- What is challenging or difficult for you right now? Why is it important to hold space for that and include it in your definition and example?









**Select one of the two scenarios in your guiding document. Use the guiding questions below to discuss:**

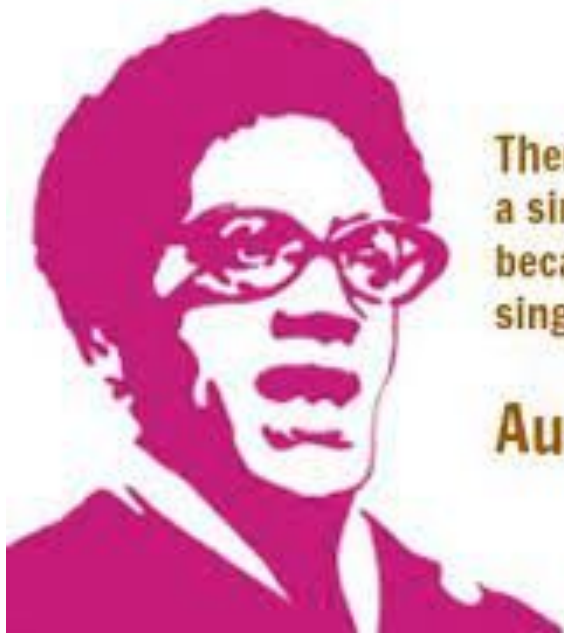
- ***What are some of the harmful outcomes that could result from not taking an intersectional lens in this scenario?***
- ***Discuss the value of applying an intersectional lens to the scenario by dialoguing about what it LOOKS LIKE in practice?***

# Coming up...

- **Why intersectionality can feel so hard:**  
addressing myths and misinterpretations
- **Reckoning with our own mistakes:**  
the power in vulnerability and shame  
resistance

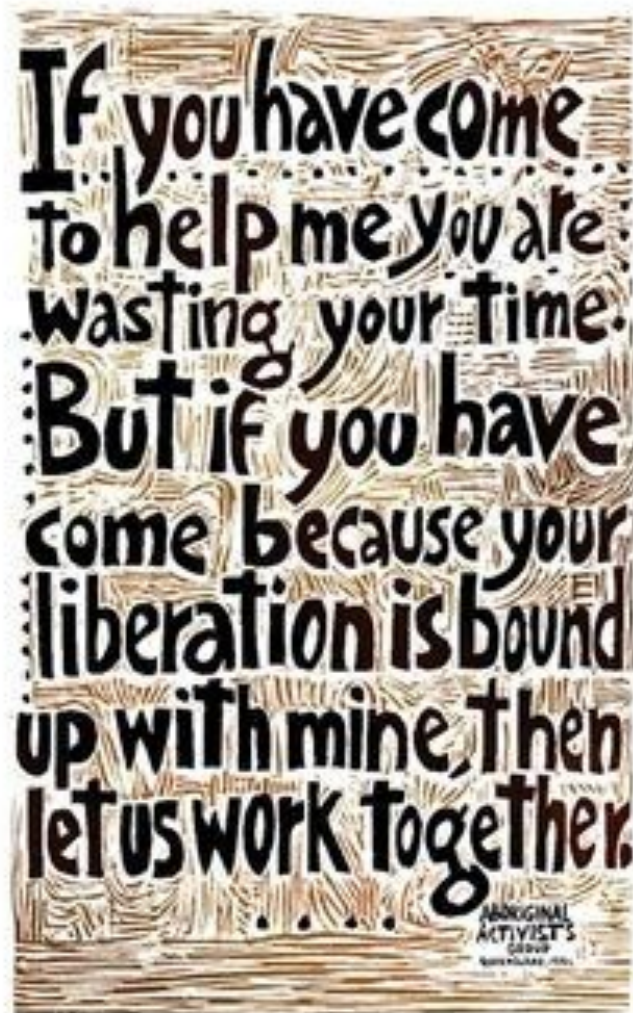


Which of the following two quotes resonates with you most based on today's learning?



There is no such thing as a single-issue struggle because we do not live single-issue lives.

**Audre Lorde**



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*Thank you!*

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