

Solutions through Intersectional Methodologies

Slide 3: Kimberlé Crenshaw

“Intersectionality is an analytic sensibility, a way of thinking about identity and its relationship to power. **Originally articulated on behalf of black women**, the term brought to light the invisibility of many constituents within groups that claim them as members but often fail to represent them.”

“The better we understand how identities and power work together from one context to another, the less likely our movements for change are to fracture.”

Slide 4: Social Lottery

Power Vs. Oppression

It is important to view this dichotomy as a lottery system.

Some of us are born or can achieve more winning numbers. Privilege gives us those numbers. Power are the numbers being wield.

- Economic Capital
- Social Capital
- Cultural Capital

Slide 5: Eradicating Gender Based Violence

Regardless of our individual sectors or industries it is important to understand how power and privilege must be viewed through this lens as when looking at policies, action and support.

Institutions do not exist in silos, they exist with many societal, Interpersonal and internalized relationships that are configured by regulated and un-regulated environments. That are informed by work environments.

Linking Gender Based Violence with Colonialism, Patriarchy, Racism conflated with power and social lottery, institutions must address this by subverting power and centering the most vulnerable.

Overlapping circles with titles: Systemic, Institutional, Societal, Inter-Personal, Internal

Slide 6: Recognition of Harm and Complicity

- Intentional Harm and Complicity
- Un-Intentional Harm and Complicity
- Nuanced Harm and Complicity

Slide 7: Symbiotic Relationships

- Mutualism: Where we should be
- Commensalism: Where we think we are
- Parasitism: Where we actually are

Slide 8: Mutualist Social Symbiotic Synthesis

A methodology of being in which distributed power produces nuanced epistemologies and collective agency from diverse communities, and which in turn builds mutual sustainability, growth and action.

Our goal is to create a method, based in synthesis of understandings, realities and solutions which come from a symbiotic nature in order to provide mutual care and isolate the volatile pathogen (Gender Based Violence) .

Slide 10: Build the table, not just the discussion

Slide 11: Method Cycle

Intersecting circles with titles:

- Diagnosis
- Prognosis
- Execution

Slide 12: Diagnosis

- Consideration of social and geographic population changes in local demographics.
- Research and analyze relevant historical and contemporary data, through using a multi faceted lens
- Studying Anti-Gender Based Violence frameworks that exist in similar communities and institutions.
- Investigation of nuance of the identified issue(s) and proposed solution(s).
- Evaluation of past **implementation** of solutions.
- Taking reports like the Reclaiming Power and Place: The Final **Report** of the National Inquiry into **Missing and Murdered** Indigenous Women and Girls, seriously.
- Building a table has collective agency within the institution that is filled based on a collective outcome and not an expected institutional outcome. Recognizing power.

Slide 13: Prognosis

- Cultivating collective and individual agency and buy in
- Recognition of systems of power and subverting them
- Advancing with diverse ontologies and epistemologies
- Acknowledging that empathy and objectivity are not antagonists
- Intentional community standards to encourage cross disciplinary understanding.
- Recognition that collective prediction and solution building is difficult and must built be holistic and not within piece-meal paradigms.
- Intentional centering and care during the execution.
- Understanding the Law, systematic violence, harm reduction and best practices.
- Projecting overload, climate, burnout and set-backs

Slide 14: Execution

- Creating calls to action that related to one's individual sector and department
- Connecting with elders and seeking implementations of those methodologies
- Implementing steps to go back to the diagnostic phase to review solutions proposed
- Stewarding the vision set out in the prognosis
- Countering the politization of facts and solutions
- Creating various taskforces to work on execution and integration
- Advertising and promoting the actions being taken in a way that is effective to your situation.

Infrastructure

Building infrastructure that highlights these avenues:

- Policy
- Support
- Social Environment
- Accessibility
- Cultural Investment

Slide 15: Reflection

Using the tools gathered today to take action, when we leave here today.

Personally seeking knowledge of subjects you don't know for internal and personal awareness before tackling societal, institutional and systematic oppression.

Respect yourself, your team and those you harmed by taking accountability and/or taking space you need to healing. Have support systems through all stages of your method.

Use a method cycle that is based in intersectionality, and to not fear failing or criticism

Recognize the labour and violence experienced by Black, Indigenous and women of colour and gender diverse folks.

Centre community as they are the demographic to services, resources of spaces of consumption

This is meant to be hard and difficult, but food and nourishment is important

Slide 16:

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Let me know if you want any additional readings.