

The logo for the Educational Institute of Scotland (EIS) features the lowercase letters 'eis' in a stylized, purple, serif font. The 'e' and 'i' are connected, and the 's' is a simple, bold stroke.

The Educational
Institute of Scotland

Equality in Recovery

Understanding and Applying Intersectionality

Ellie Muniandy (trainer) and Selma Augestad (EIS)

Working Together Agreement

- Be mindful of your power and airspace
- Seek to understand not agree
- Sharing is for celebrating
- One person speak at a time
- We all have different knowledge and lived experience - we all have something to learn and to teach
- Look after yourself

Fair Work

- ▶ The importance of voice - Fair Work - listening to people's individual experiences.
- ▶ Respect - respecting every part of who we are rather than just one bit.
- ▶ Fulfilment - how can you feel fulfilled if your whole self cannot be recognised?
- ▶ Opportunity - where there are barriers, for example racial barrier, an opportunity offered specifically to women may still disadvantage BAME women.
- ▶ Security - being safe at work and not discriminated against or experience harassment.

Poetry- Nadine Aisha Jassat



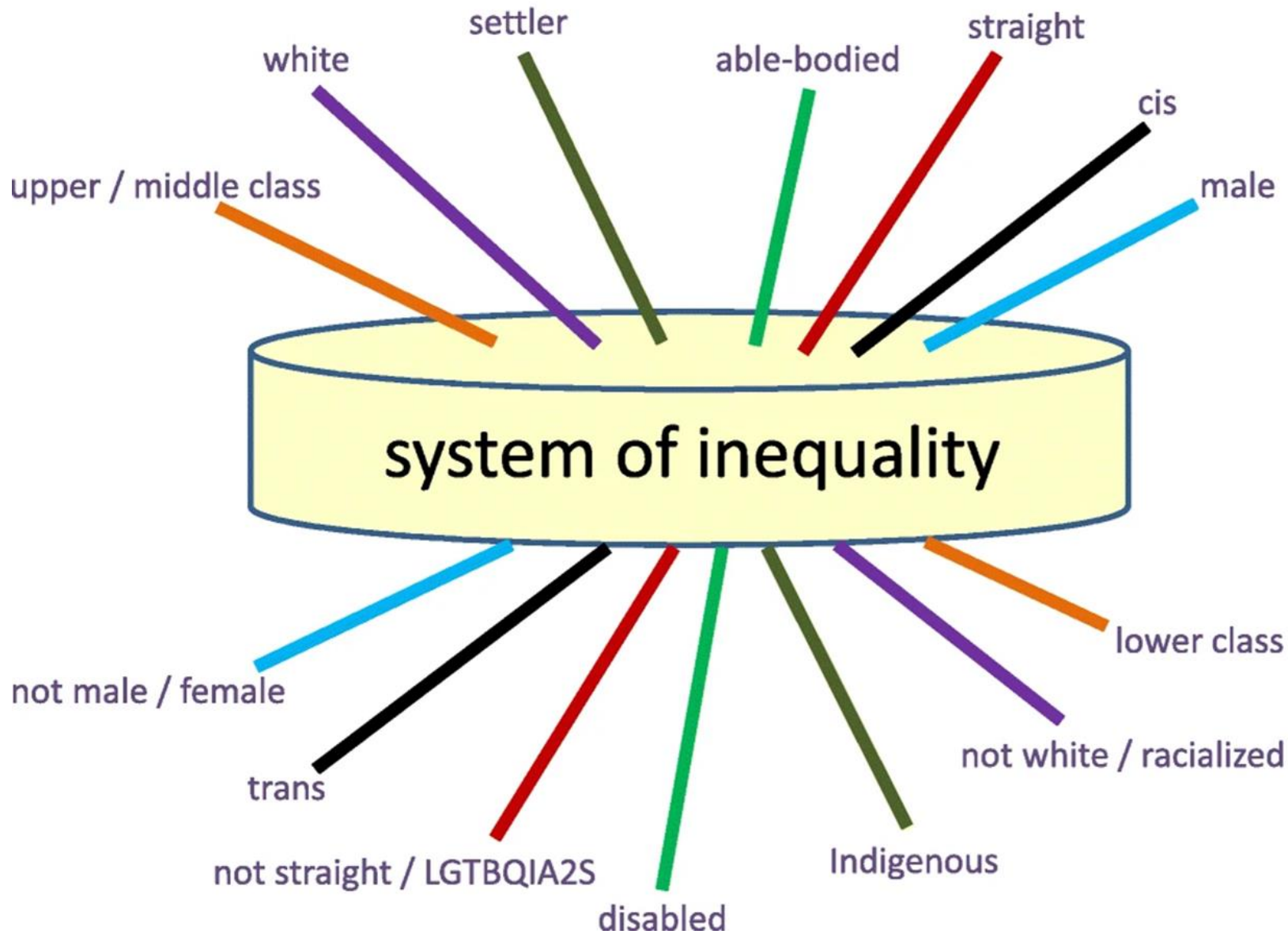
Welcome

Tell us...

- ▶ Your name
- ▶ How did it feel to be welcomed into this space in this way?

Understanding Intersectionality

- ▶ How confident do you feel in your understanding of the concept of Intersectionality?
- ▶ <https://www.youtube.com/watch?v=O1islM0ytkE>



Each of the following systems of inequality* (or coins) intersects with the others to co-constitute inequalities:

- classism
- racism
- settler colonialism
- ableism
- heterosexism
- cisgenderism
- sexism

*These examples do not represent all systems of inequality; e.g., other coins not presented here include systems of inequality related to age, religion, accent, or shade of skin.

Reflecting on ourselves

- ▶ Which aspects of your identity comes easily to mind?
- ▶ Which aspects are more easily put to one side?
- ▶ Which elements of your identity do you feel most comfortable embodying at work?

- ▶ Share: What was it like to think about your identity in this way?

The logo for the Educational Institute of Scotland (EIS) features the lowercase letters 'eais' in a stylized, purple, serif font. The 'e' and 'i' are connected, and the 'a' is a simple vertical stroke. The 's' is a large, bold letter.

The Educational
Institute of Scotland

Equality impacts and
intersectionality
presentations from members

LGBT

The background features abstract geometric shapes in various shades of blue and purple, overlapping and creating a dynamic, modern aesthetic. The shapes are primarily triangles and polygons, with some semi-transparent areas that allow underlying colors to show through. The overall composition is clean and professional.

Women

The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. The shapes are primarily triangles and polygons, creating a dynamic, layered effect. The overall composition is clean and modern, with the word 'Women' centered in a bold, dark purple font.

Poverty

Disability

Black, Asian and Minority Ethnic

Applying Intersectionality

- ▶ Reflections on what you just heard?
- ▶ What would it mean to apply an intersectional lens to the different group's experiences?

Applying Intersectionality

- ▶ In your groups, chose an equality related issue that one of the group members would like to change in their workplace.
- ▶ Use the intersectional lens to think through that issue, who needs to be consulted, what the process for change would be.
- ▶ Work together to figure out what steps can be taken, what questions should be asked, and create the beginnings of a plan.

Whole Group

- ▶ What are the challenges with doing this? What resources/support would you need to do this in practice?

Final reflections and next steps

- ▶ How confident do you feel in your understanding of the concept of intersectionality
- ▶ What are you taking away, what do you want to learn more about?

Next Workshops

- ▶ Racial trauma
- ▶ Mobilising for anti-racism at work
- ▶ Anti-Muslim Prejudice
- ▶ Autism appropriate workplaces
- ▶ Disability equality
- ▶ Gender equality