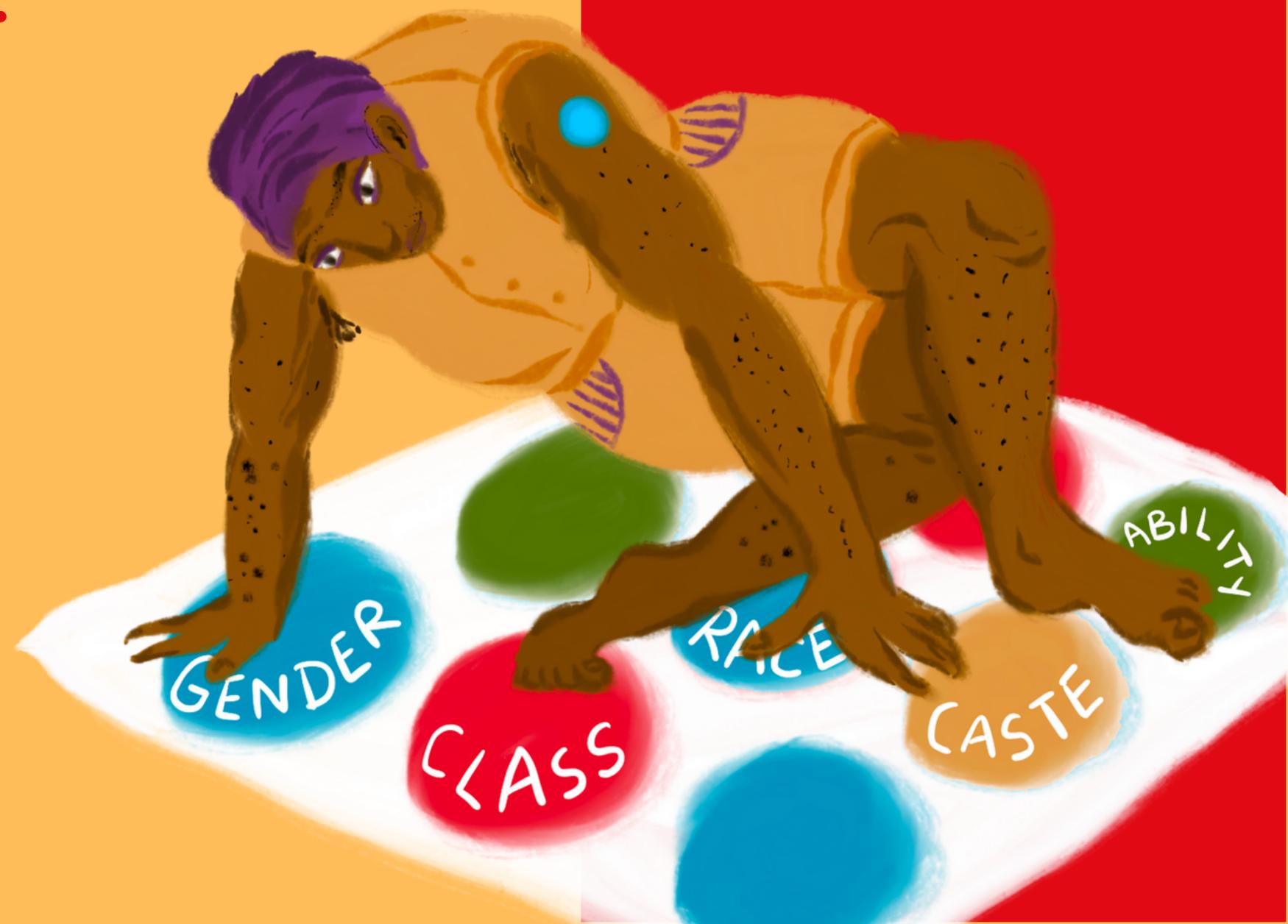


INTEGRATING INTERSECTIONALITY INTO OUR WORK



PAST INFORMING FUTURES

Using an intersectional lens means accounting for what has happened in the past and creating pathways that would include an understanding of race, gender, caste, ethnicity, ability, and other marginalized identities.



HISTORICAL POWER STRUCTURES

Integral to the lens is a clear connection to structures of oppression, inequality and discrimination including patriarchy, sexism and colonization.



INTERSECTIONAL FEMINISM AS A TOOL

The use of intersectional feminist tools to ensure that all people have equal rights and opportunities is critical. It helps deconstruct power, identities, ability and creates a nuanced understanding of the world.



INTERSEC- -TIONALITY AS A PRISM

Language around intersectionality cannot be codified. The concepts of intersectionality should be used a prism to look at the world. It should adapt, engage and mobilize using lived experiences of people.



LANGUAGE JUSTICE

Language justice is critical to work on intersectionality. If all voices from all geographies are not included, then certain languages and expressions will be privileged.



MEANINGFUL PARTICIPATION

Representation at the table is not adequate. Meaningful participation would need to address power, whose issues are being addressed, who can come to the table and who chooses not to be present.



LISTEN TO UNDERSTAND

Intersectionality requires careful listening to learn and understand and express respectful dissent if the need arises. It needs to be informed by lived and localized experience.



PRACTISING FLEXIBILITY

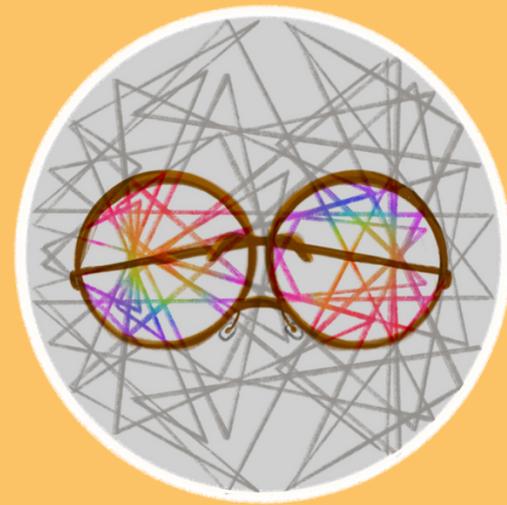
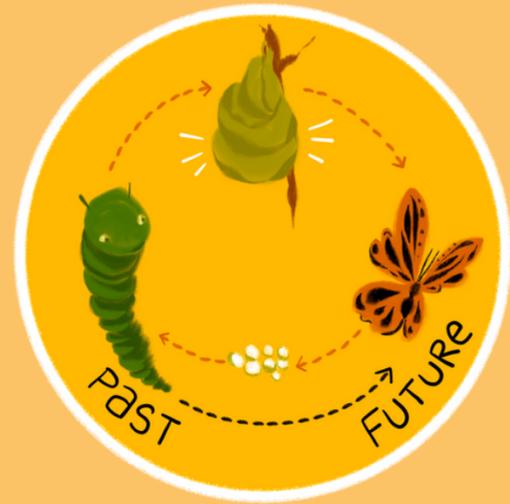
Work on intersectionality requires immense flexibility. It needs practitioners to be expansive in their approach – do, think, undo, practice.



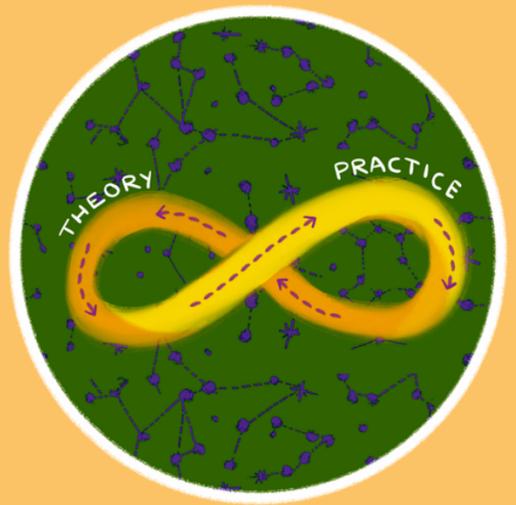
BLENDING THEORY AND PRACTICE

Theory and practice are
two sides of the same coin
and both need to be
integrated.





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Principles created by Pramada Menon based on learnings from the program "Reducing Inequalities through Intersectional Practice."

Art by Kruthika NS @theworkplacedoodler

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