

CORE Group Leader Agenda  
Monday, October 26, 2015  
9:00pm  
Week 7

## **Intersectionality and Inclusion**

CORE Group Leaders should remember that this document is intended to be an outline and not a script to be read to your group. Your role is to facilitate a natural-feeling discussion on the topic and provide a forum for discussion and questions.

Establish ground rules for the conversation: be respectful, don't share other people's stories, no one is forced to share or participate, be an active listener, be supportive support, don't pass judgment, etc. Like with all of the CORE discussions, remember that there is no forced participation. CORE leaders and members are able to determine what level of sharing is right for them. All levels of participation are appreciated.

Be sure to talk about appropriate campus resources as they are relevant to the conversation, and do try to save room for Highs and Lows (or something similar).

### **Learning Outcomes (aka the message you are trying to get across to your CORE group members)**

After tonight's discussion, CORE group members will:

- Learn the definition of Intersectionality and why it affects everyone
- Individually explore privilege and oppression and how they intersect on a personal level
- Discuss ways to become better allies and tackle all forms of oppression and marginalization (locally and globally)

### **Learn:**

#### **Intersectionality Defined**

Intersectionality (or intersectionalism) is the study of intersections between forms or systems of oppression, domination or discrimination.

- Intersectionality defined by Khan Academy
  - <https://www.youtube.com/watch?v=n2kUpKP18z8>

#### **Activity Option 1: Exploring Intersectionality (Low Trust)**

- Watch several Youtube videos that talk about Intersectionality
  - On Intersectionality in Feminism and Pizza
    - <https://www.youtube.com/watch?v=FgK3NFvGp58>
  - WTF is Intersectional Feminism
    - [https://www.youtube.com/watch?v=z-nmxnmt\\_XU](https://www.youtube.com/watch?v=z-nmxnmt_XU)

#### **Activity Option 2: "Where I'm From" Activity (Intersectionality Version). (Medium to High Trust)**

We all have privilege and oppression, though intersectionality teaches us that many people experience multiple forms of oppression at the same time, which can have a severe effect, when compounded. This activity is an opportunity for people to share their culture, privilege, and oppression in a creative manner. Activity description and sample located in separate word document. Each person will create a poem based on the prompts provided. Leave space for people to share if comfortable.

### **Activity Option 3: “Walk the Line”: An exercise in privilege and intersectionality (High Trust)**

This exercise is about privilege. Every statement addresses some small privilege that is based on gender, race, ethnicity, class, or sexual orientation. The small statements in this exercise have added up to divide people into different locations in this room. Similarly, small privileges in society place individuals in different places in society. Participants will take a step forwards or backwards, depending on the statement. Follow up/process questions address intersectionality specifically. Activity exercise and follow up questions located on separate word document.

### **Discussion**

- Knowing more about Privilege and Intersectionality, how can we be an ally for those suffering from multiple forms of oppression?
  - <https://www.youtube.com/watch?v=dg86g-QlM0> (5 ways to be an ally)
- How can we confront people/classmates about issues of inclusion/exclusion?
  - <https://www.youtube.com/watch?v=b0Ti-gkJiXc> (how to tell someone the sound racist)
- Are there issues on campus that have (or have not) used an intersectional approach to the solution?
  - Bon Appetit
  - Gender Neutral Housing
  - Increasing off campus/study abroad attendance

### **Leader Reminder:**

*Next week is the event:* [Shouts Into the Dark: Improvised Micro Opera Project Tackling Diversity and Inclusion](#) **November 2<sup>nd</sup> 7:30pm. Performing Arts Center, Downtown Appleton. FREE!** This event is put on by members of the Lawrence Conservatory and is directly related to current discussions around intersectionality, inclusion and diversity. Please strongly encourage your CORE groups to attend. You should also try to attend with your CORE group together. This event can be in lieu of your normal Monday meeting.

### **Additional Referrals and Resources:**

**Office of Multicultural Affairs:** The mission of the Office of Multicultural Affairs is to help provide the resources necessary for all students to express and explore culture and identity. OMA collaborates with other campus departments, as well as student and community organizations to maximize programming, and engage and educate a larger audience about cultural awareness, personal identity, and social justice. <http://www.lawrence.edu/students/resources/diversity>

**Committee on Diversity Affairs (CODA):** Committee on Diversity Affairs is a sub-committee of LUCC which helps to represent all student identities in the decision-making processes. CODA exists to support different organizations of diversity on campus by promoting those groups' events and interests while addressing issues of injustice as they arise.

[http://www.lawrence.edu/students/student\\_life/lucc/standing\\_committees/node/7258](http://www.lawrence.edu/students/student_life/lucc/standing_committees/node/7258)