

Tool 19: Intersectional group discussion

This tool helps you hold reflective conversations with colleagues; to open up space to share experiences and consider these through the lens of intersectionality.

This tool is best used in a small group. To start, ask each person to respond to the question:

‘What was your most recent journey into work like?’

The group listens and notices aspects of these journeys. As a group discuss the following:

- > What aspects of these journeys reveal difference?
- > What aspects of these journeys reveal differently situated knowledge and experience of the world?
- > What aspects of these journeys reveal intersecting moments of inequity?
- > How do these journeys to work impact on people’s experiences within work?
- > How does it feel to shift into a more personal part of someone’s life that is usually thought of as outside of work?

You may find these thoughts from those who took part in the Change Project helpful:

‘Having worked on an anti-racist practice piece of research earlier this year, I am really aware that for some people who have lived experience of intersectionality and racism in their personal and professional lives, this tool very much overlaps the personal and professional and the need to acknowledge that.’

‘There is something about the delicate balance between amplifying voices / experiences and then also not putting too much of a burden on those members of staff to “fix” everything if that makes sense? I can only speak from personal experience and feeling at times in some spaces like disproportionate responsibility has been put on me.’

‘We have to be careful because we can hear from lived experience and say “This is really powerful story.” But then there is no action on the learning. It isn’t a story for the person; it is their life. We need to be thinking about how discussions lead us to action to create what we are aiming for.’