

## Tool 18: Personal support for intersectionality

This tool helps you to consider the support you have and need to sustain your intersectional practice.

Read the reflection below from a practitioner involved in a session on intersectionality:

*'It is complex to think in that way, using the lens of intersectionality.'*

*'I got a new car a few months ago and the hand break is now a foot pedal.'*

*'Every time I go to brake, I must rethink. I am in a particular mode of thinking and have to make an adjustment in my mind. It is taking me longer and I can't do it as swiftly.'*

Think about who and what sustains you in using the lens of intersectionality:

| Someone or something that helps me...                               |  |
|---|--|
| Understand intersectionality  |  |
| Understand my situated knowledge                                    |  |
| Recognise my experiences of privilege and oppression                |  |
| Notice when I cause or experience injury                            |  |
| Learn from my experiences   |  |
| Act as an ally  |  |
| Seek allyship   |  |
| Challenge when I notice injury                                      |  |
| Reflect, repair and heal when I cause injury                        |  |
| Seek support when I experience injury                               |  |
| Talk honestly about barriers to using the lens of intersectionality |  |
| Take action to overcome barriers and enable others                  |  |

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

Why intersectionality is difficult:

- > *'We are going back to a position of not being an expert.'*
- > *'I like to compartmentalise everything, to make sense of things, and we need to consider all aspects and the blending of everything.'*
- > *'The process and systems are constructed to make this difficult.'*
- > *'We have a fear of getting it wrong.'*
- > *'It isn't in the interests of oppression to name things.'*
- > *'Feeling like there is no point in trying to change things because I know what the outcome will be.'*
- > *'There are myths that compete against this - that equality is about treating everyone the same.'*

What has helped:

- > *'The reflective space and having some agency in what I do.'*
- > *'Time to reflect away from business of work.'*
- > *'Support from my organisation to prioritise this.'*
- > *'Like-minded people.'*
- > *'Being able to honestly share experiences in a safe place.'*
- > *'Getting up-to-date knowledge (academically and what is good practice) and then sharing this with team.'*
- > *'Seeing this as a moment where the future of social care is being looked at and how this can be remade.'*