

Intersectionality: Understanding and advising at the intersections of identity

Aaron Jones
ABC Retention Specialist
UC Santa Cruz
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Flight Plan

- Introduction
- Learning Outcomes
- Poll
- Definitions
- Demographics
- Practical Application
- Final Thoughts
- Q & A

Learning Outcomes

- Define and correctly utilize key terms with relation to the study of identity, particularly intersectionality
- Examine your experience in the social identity groups to which you belong and how this self-reflection can help to understand the identities of others
- Identify the work of social systems of oppression and domination in higher education
- Apply concepts such as critical theory, intersectionality, and praxis in your advising of students

POLL

I have some questions for you.

Please select the response that most represents your knowledge
about the term intersectionality

A

I have deep knowledge about the topic (read articles, books, saw the Ted talk, and/or heard speakers discuss it)

B

I have heard it used before

C

I do not know much about the term



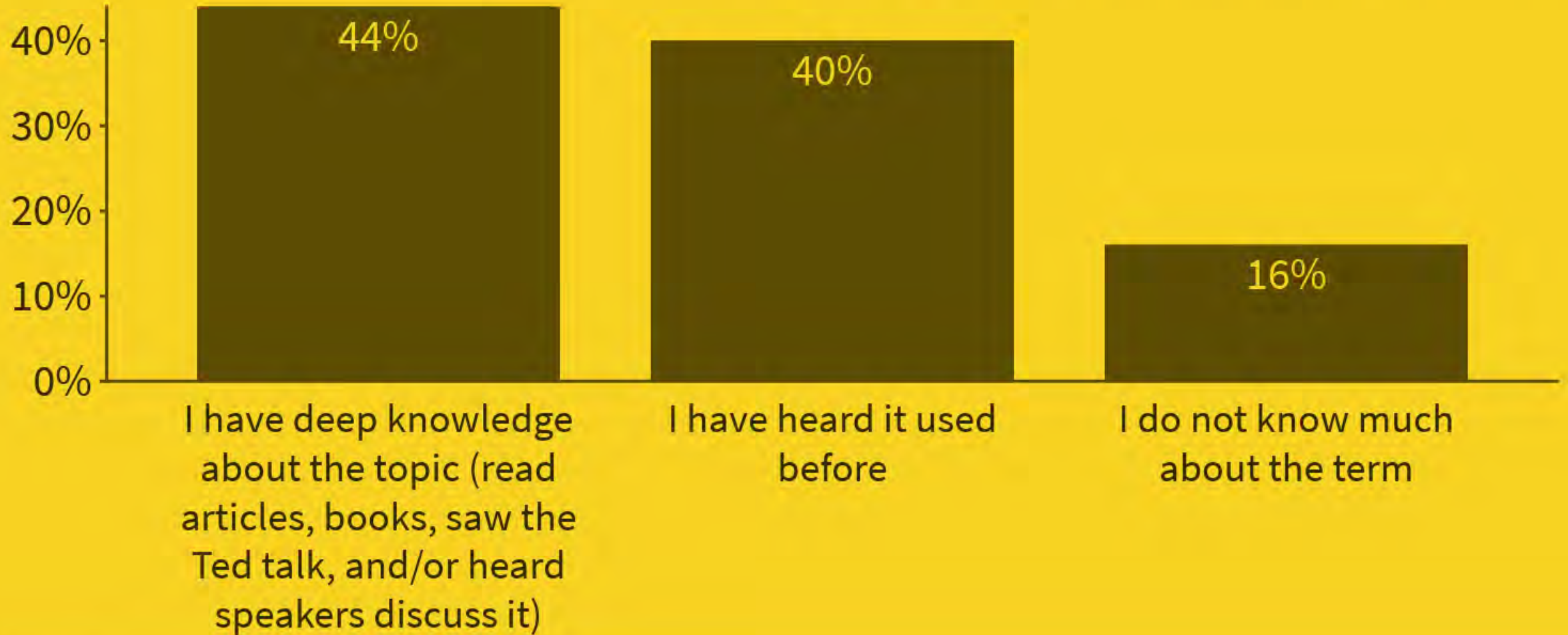
Respond at **PollEv.com/aaronjones622**



Text **AARONJONES622** to **37607** once to join, then **A, B, or C**

Please select the response that most represents your knowledge about the term intersectionality

When poll is active, respond at PollEv.com/aaronjones622 Text **AARONJONES622** to **37607** once to join



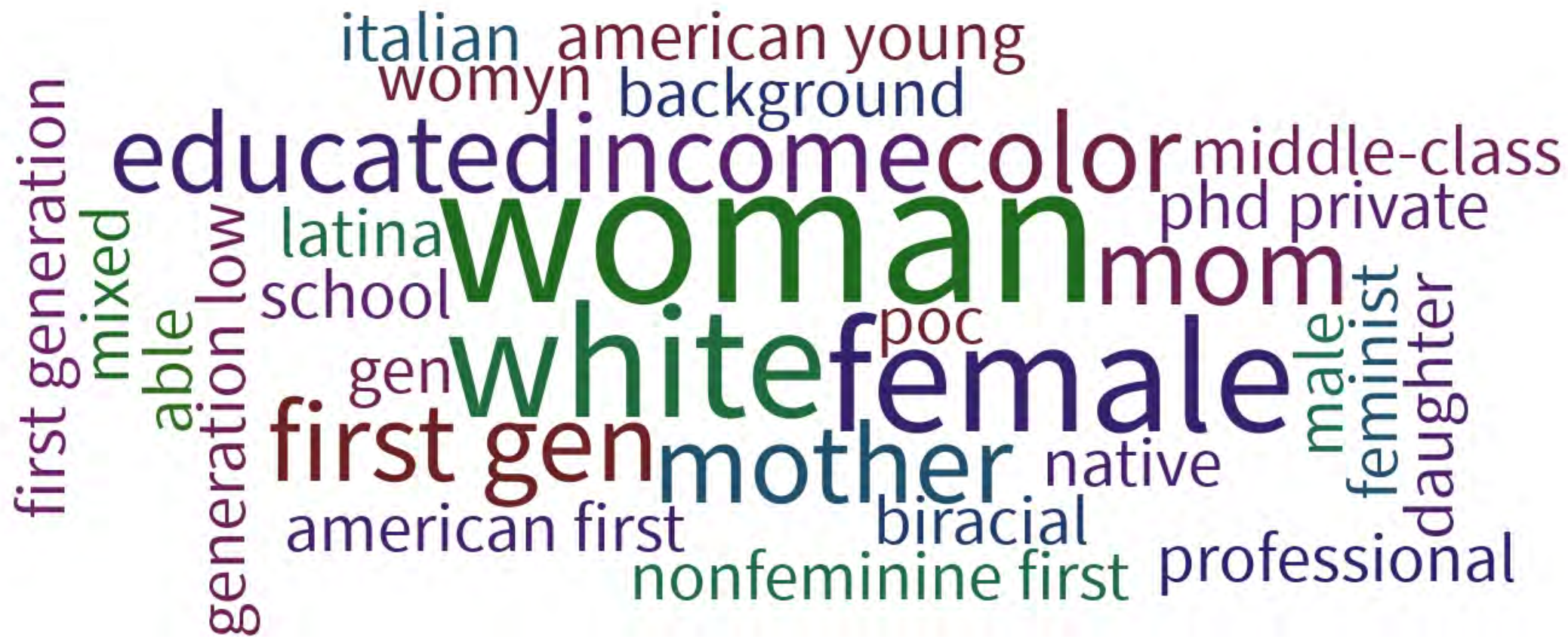
Word Cloud:

What are some identities you hold?

Simply respond to the same message with your response. For multiple words add an underscore to signify a space (ex. Peanut_Butter for it to show as Peanut Butter in the cloud).

What are some of the identities you hold?

i Poll is full and no longer accepting responses





Definitions

Some foundational concepts

- Epistemology & Ontology (Creswell, Habermas, Dugan)
 - Social constructivism
 - Critical social theory
- Equity & Liberation (Freire)
 - Problem posing education
 - Praxis
 - Critical consciousness
- Issues of identity
 - MMDI
 - Intersectionality

The founding of the US & colonial colleges was for:

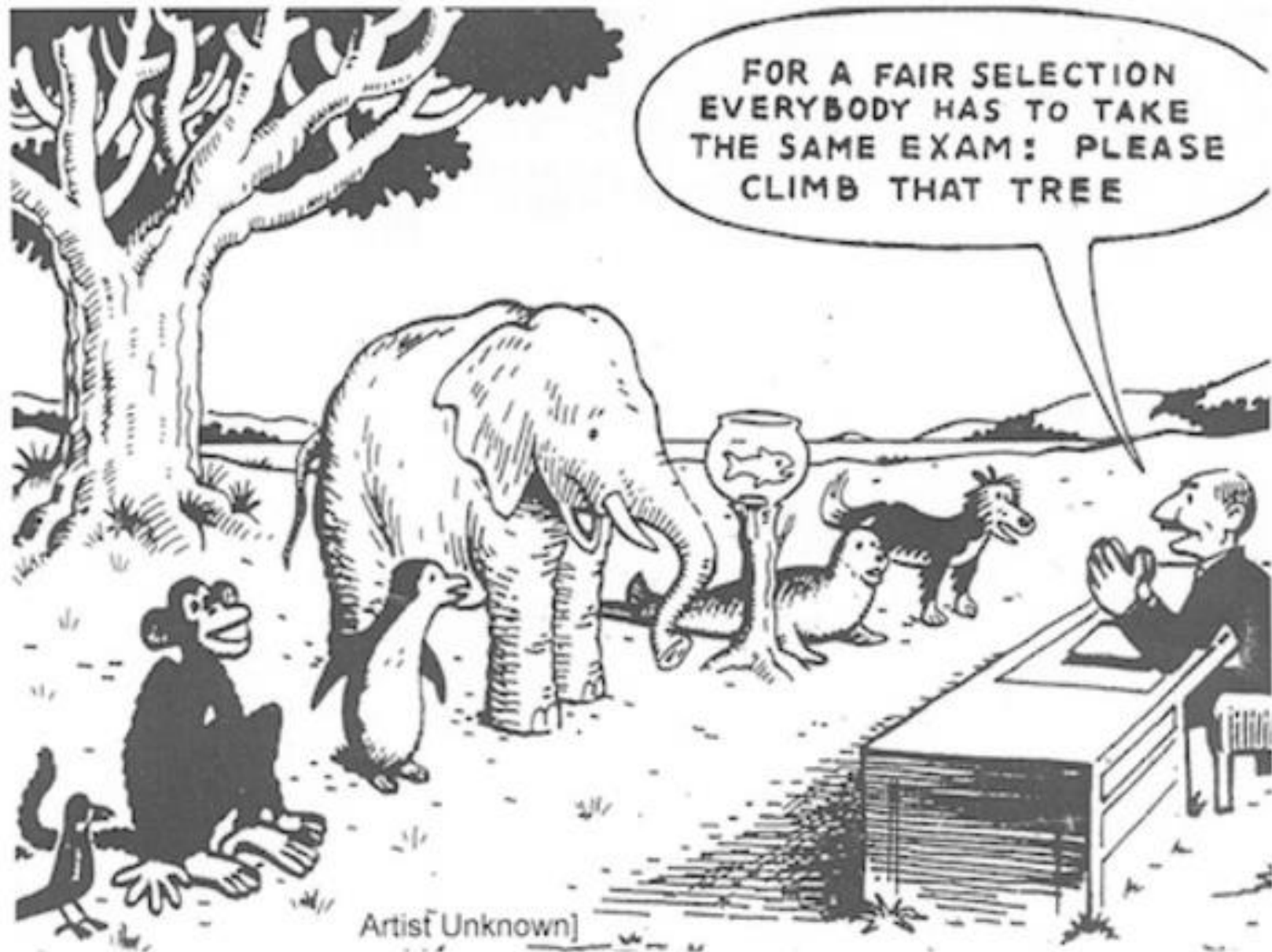
White

Propertied

Christian

Men



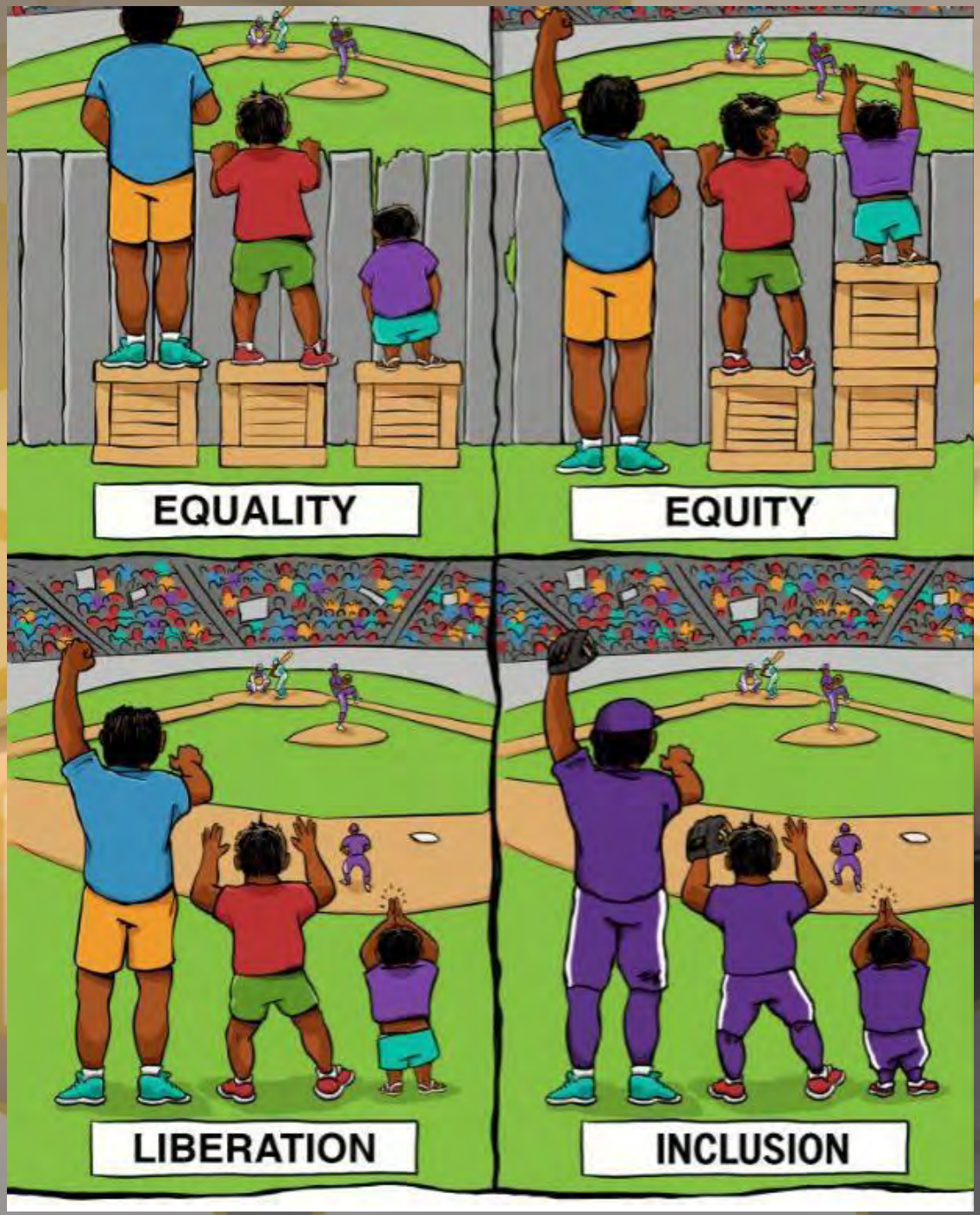


Artist Unknown]



EQUALITY

EQUITY



EQUALITY

EQUITY

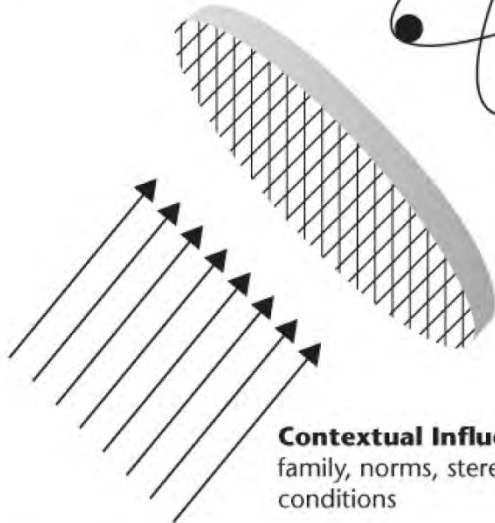
LIBERATION

INCLUSION

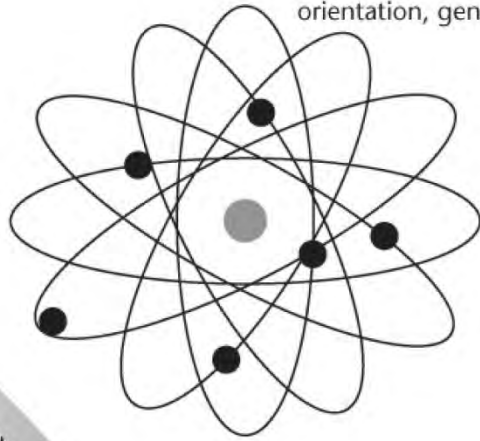


Identity and the intersections

Meaning-Making Filter
Depending on complexity,
contextual influences pass
through to different degrees



Contextual Influences, such as peers,
family, norms, stereotypes, sociopolitical
conditions



**Self-Perceptions of
Multiple Identity
Dimensions**, such as race,
social class, sexual
orientation, gender, religion

MMDI

(Abes, Jones, &
McEwen, 2007)

Reworked from an earlier model by
Jones & McEwen in 2004.

Figure 4.1 RECONCEPTUALIZED MODEL OF MULTIPLE DIMENSIONS OF IDENTITY

Intersectionality

Kimberle Crenshaw, Professor of
Law at UCLA & Columbia

Named the concept in her 1991
article: "Mapping the Margins:
Intersectionality, Identity Politics, &
Violence against Women of Color"



<https://youtu.be/JRci2V8PxW4>

Model of Multiple Dimensions Of Identity (MMDI)

- Theory of multiple overlapping identities
- How students make sense of their multiple identities and the salience
- The process of sensemaking of multiple identities

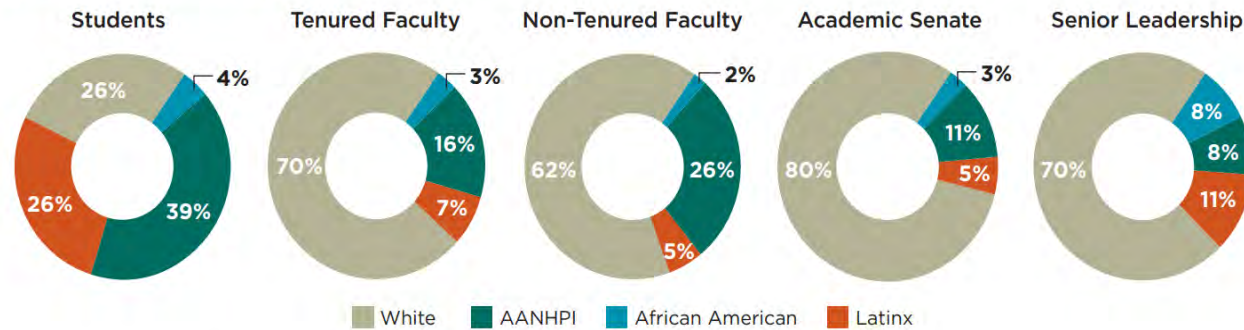
Intersectionality

- An analytical tool/frame for understanding systemic oppression at the intersections of identity
- Concerned with power, oppression, and violence
- How do traditional systems of analysis fail particular intersecting identities and silence particular voices

Demographic issues

UNIVERSITY OF CALIFORNIA

EXECUTIVE SUMMARY FIGURE 5: Campus Faculty and Leadership Diversity at the University of California, by Race and Ethnicity, 2016-17



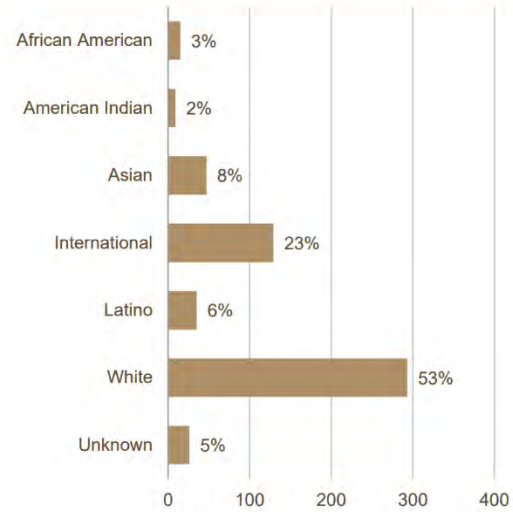
Source: UC Info Center and individual campus websites, 2016

Note: Numbers will not always add up to 100% since these charts do not include "Other" or "Unknown" categories.

ISSUES at UCSC

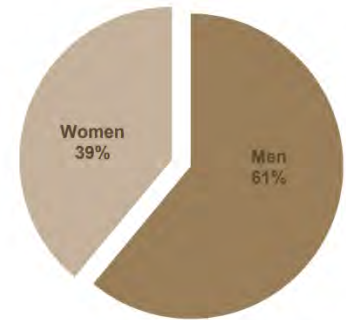
Faculty

by Race/Ethnicity: 554
July 1, 2016



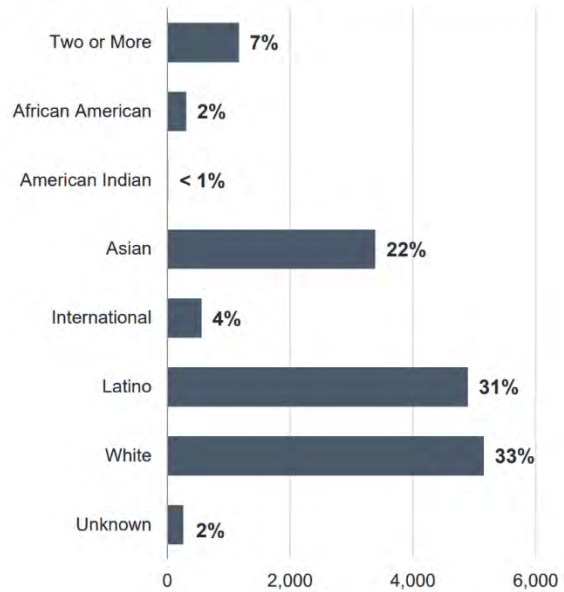
Faculty

by Gender: 554
July 1, 2016



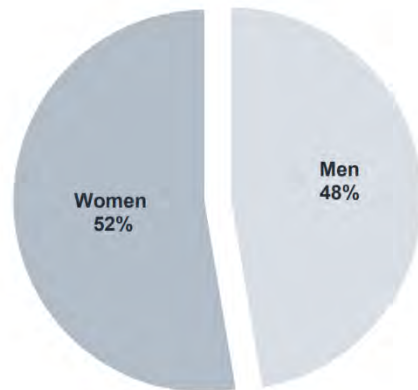
Undergraduate Student

by Race/Ethnicity : 15,743
3 Quarter Average : 2015 - 2016



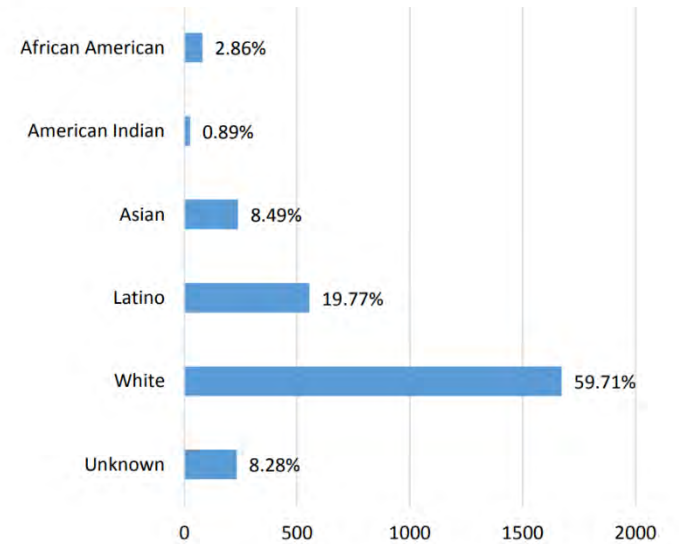
Undergraduate Student

by Gender : 15,743
3 Quarter Average : 2015 - 2016



Career Staff

by Race/Ethnicity: 2,802
December 31, 2015



- Black and queer or Black and gender non-conforming
- Black and have a visible or invisible disability
- 1st or 2nd generation African and/or Caribbean immigrant
- Black and middle to upper income status
- Black and a transfer or non-traditional student
- Mixed ethnic background (Black & _____)
- Black and first gen college student
- Black and a woman

Examples of intersectionality at work within one population

ABC students

Recommendations

- Never Ass-u-me
- Decenter self
- Anti-deficit framework & CCW (Harper, 2012; Yoss, 2005)
- Listen to what students are saying and ask questions to get to the root of the problem
- Be aware about campus climate
- Refer students to faces and spaces
- Reflect on where you or the systems you inhabit are complicit
 - Practice
 - Policy

The background features a repeating pattern of hexagons in shades of yellow, orange, and grey. A large, glowing, translucent sphere is positioned in the center-right, partially overlapping the hexagonal pattern. The sphere has a bright orange glow on its right side and a darker, blueish-grey glow on its left side, suggesting a light source or a celestial body. The overall aesthetic is futuristic and abstract.

Questions???

References

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