

# Intersectionality: from theory to practice

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# Aims and objectives

## Aim:

Better understand intersectionality in theory and in practice

## Objectives:

- Consider our own positionality and self-awareness
- Define intersectionality past and present
- Understand who intersectionality is applicable to and when
- Apply intersectionality in an organisational setting





## Positionality Exercise

Think of two ways you identify yourself.

1. Not one-dimensional
2. Shape our experience
3. Privilege or disadvantage

The background features abstract geometric shapes in shades of red and brown, primarily on the right side, with a white background on the left.

# **1. Intersectionality: in theory**

# Intersectionality: past

- ▶ Developed by Black feminist scholars like Kimberlé Crenshaw
- ▶ Unique experiences of Black women
- ▶ Example – car manufacturing plant
- ▶ Not a solution, a framework



# Intersectionality: present

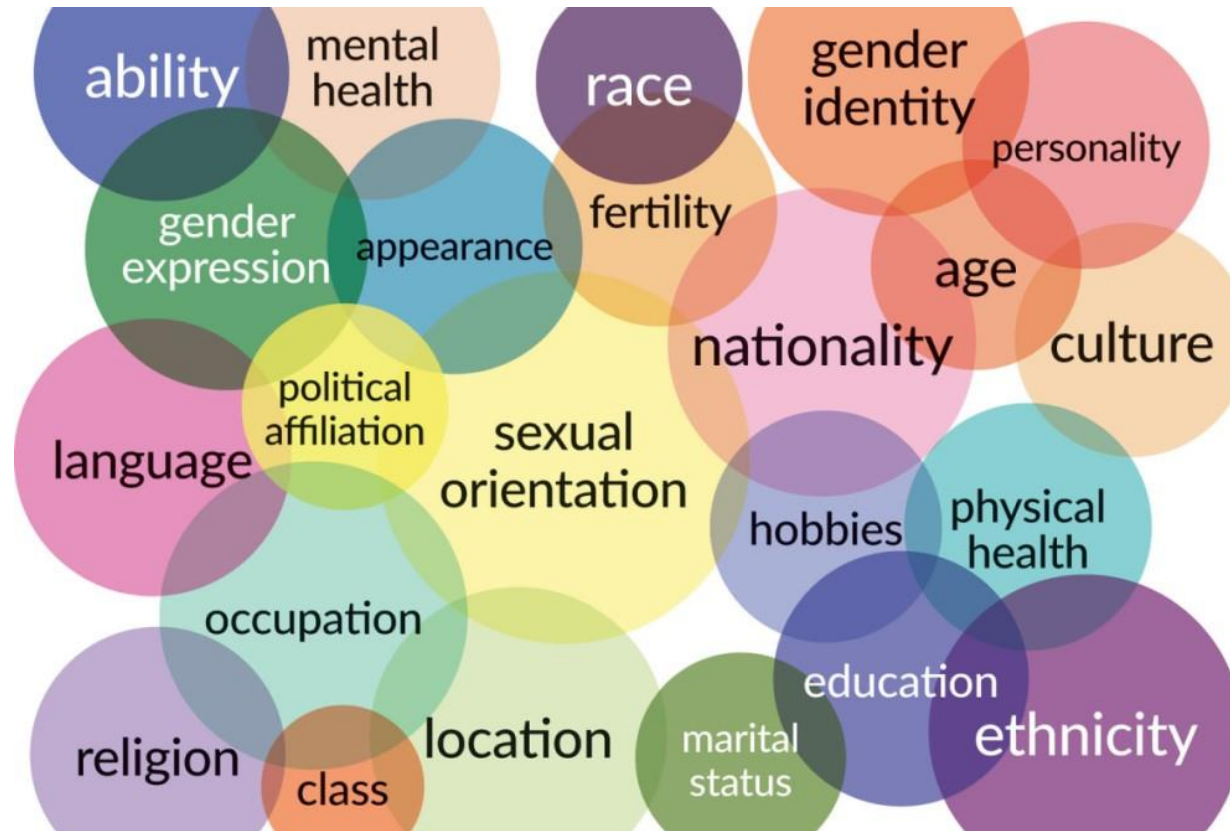
- ▶ *“The interconnected nature of social categorisations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage...”*
- ▶ Unique forms of oppression
- ▶ Not a maths equation!
- ▶ A framework



# Intersectionality: who?

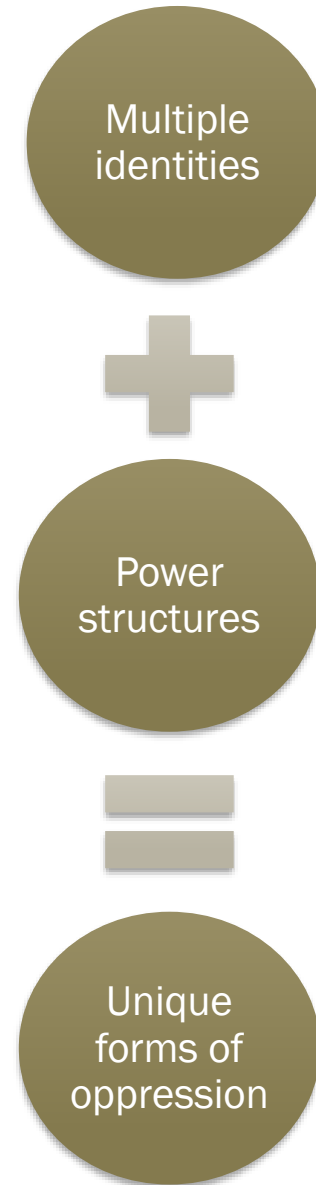
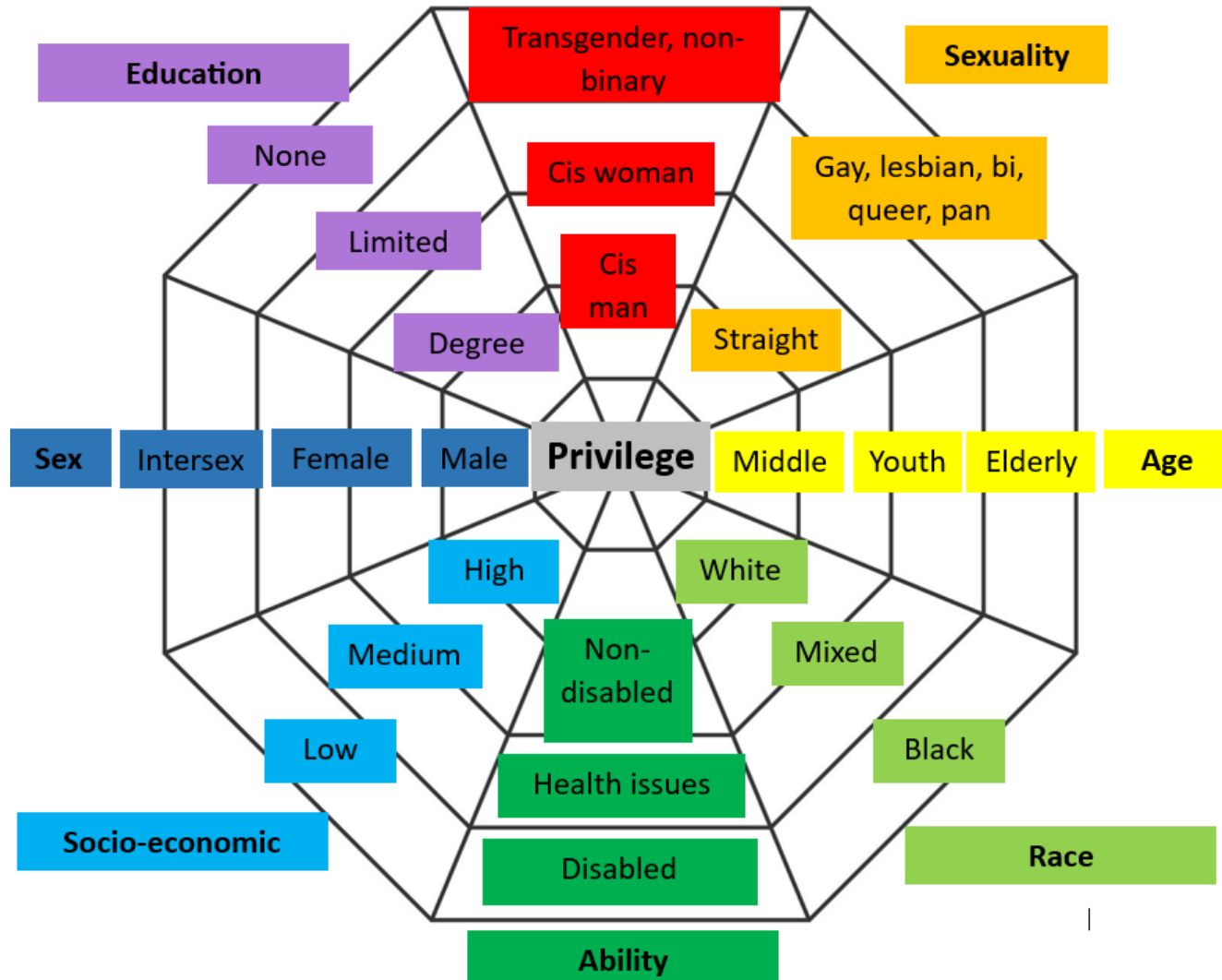
Protected characteristics

Lived experience



Socio-economic status

# Intersectionality: when?

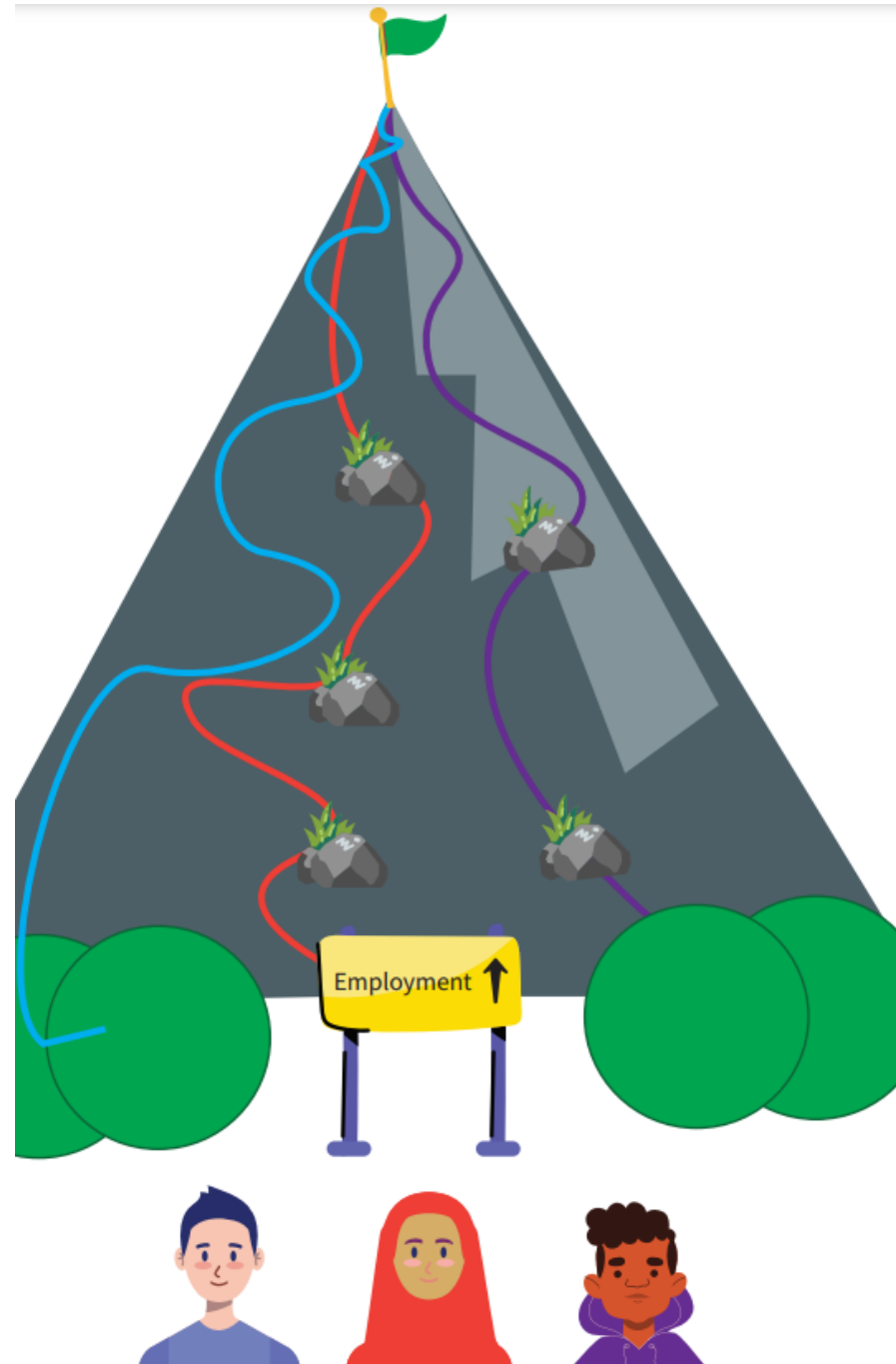




The background features a white central area with abstract, overlapping geometric shapes in various shades of red and brown on the right side. The shapes are angular and layered, creating a modern, dynamic feel.

## **2. Intersectionality: in practice**

# Recruitment: mountain metaphor

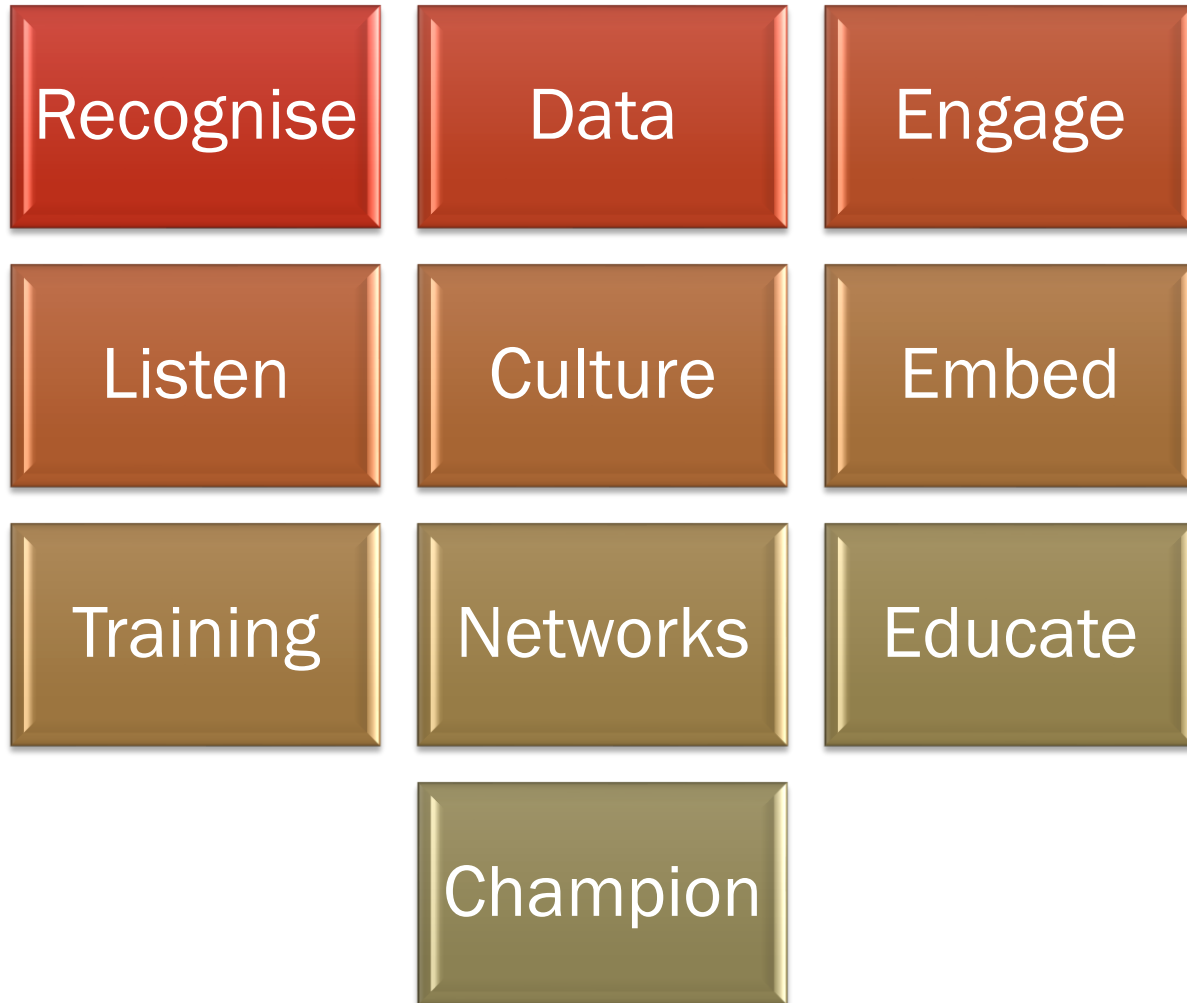




Can we think of any other instances where it's important to consider intersectionality in an organisational setting?

# What can we/organisations do?

## Top 10 tips.



**Thank you**  
Questions



# Evaluation Form



**Race  
Equality  
Environmental  
Programme**

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