

Intersectionality

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ECED7005: Dismantling Barriers to Equality

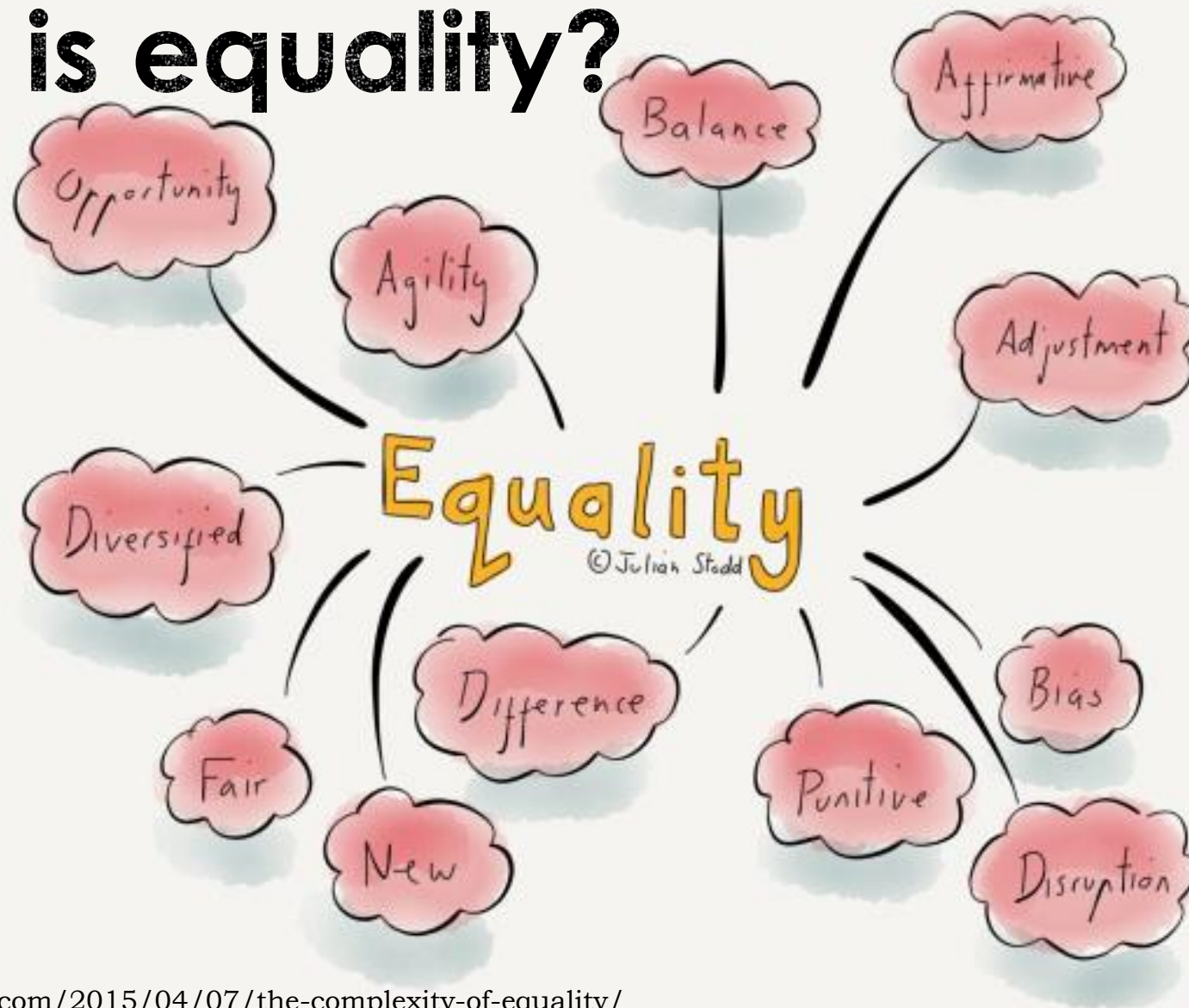


Aim of the seminar

- How does intersectionality explain inequality in the modern world?
 - What is equality and equity
 - Theories and policies relating to inequality
 - What is intersectionality
 - An exploration of intersectionality through a case study of Stuart
- Conclusion



What is equality?

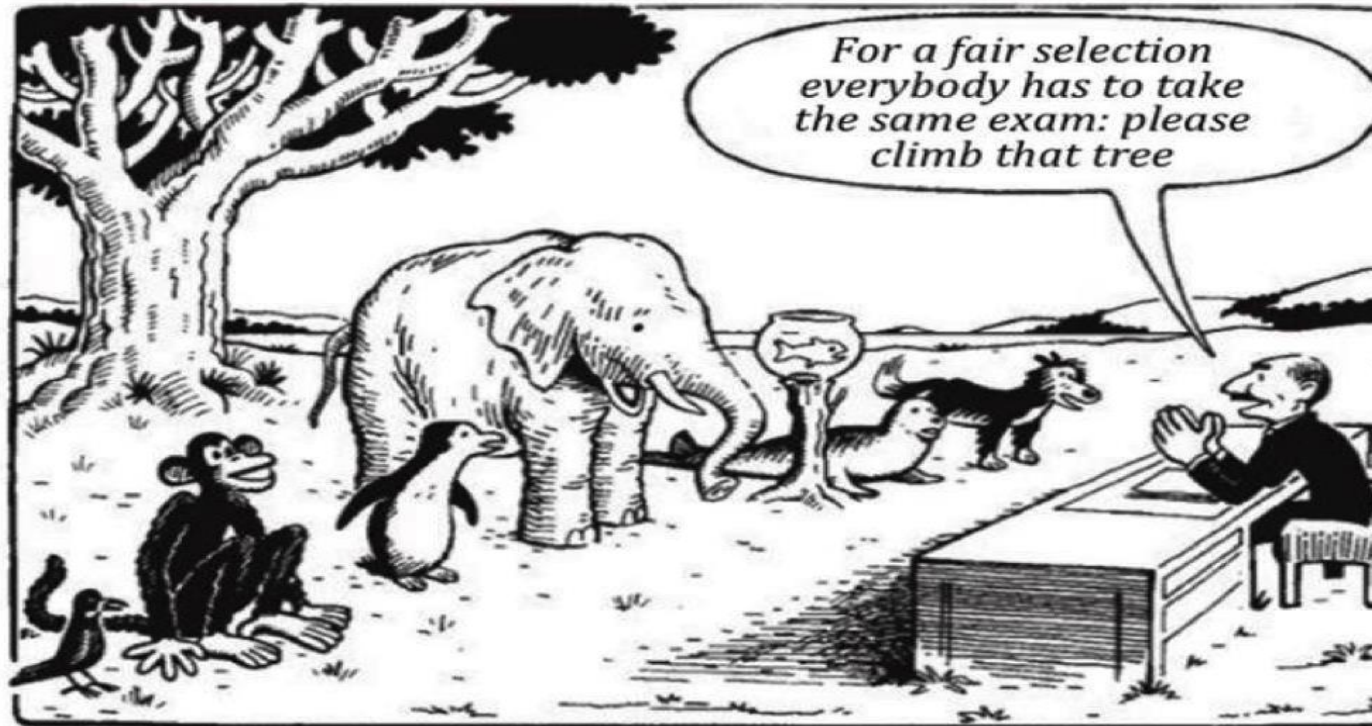


Theory of inequality

- **Personal**
- **Social**
- **Cultural**



Equality vs. Equity



Our Education System

"Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid."

- Albert Einstein

<https://sputniksteve.wordpress.com/2019/03/28/climb-that-tree-differentiating-differentiation/>



Policies

- Human Rights Act (1998)
- Gender Recognition Act (2004)
- Terrorism Act (2006)
- Equality Act (2010)
- Organisational Equality Policies.
- And many more...



What the equality act says...

- An Act to make provision to require Ministers of the Crown and others when making strategic decisions about the exercise of their functions to have regard to the desirability of reducing socio-economic inequalities; to reform and harmonise equality law and restate the greater part of the enactments relating to discrimination and harassment related to certain personal characteristics; to enable certain employers to be required to publish information about the differences in pay between male and female employees; to prohibit victimisation in certain circumstances; to require the exercise of certain functions to be with regard to the need to eliminate discrimination and other prohibited conduct; to enable duties to be imposed in relation to the exercise of public procurement functions; to increase equality of opportunity; to amend the law relating to rights and responsibilities in family relationships; and for connected purposes.

(8th April 2010)



What is intersectionality: a brief history

- Speech Entitled “Ain’t I a Woman?” by Sojourner Truth Delivered at the 1851 Women’s Convention in Akron, Ohio

Well, children, where there is so much racket there must be something out of kilter. I think that ‘twixt the Negroes of the South and the women at the North, all talking about rights, the white men will be in a fix pretty soon. But what’s all this here talking about?

That man over there says that women need to be helped into carriages, and lifted over ditches, and to have the best place everywhere. Nobody ever helps me into carriages, or over mud-puddles, or gives me any best place! And ain’t I a woman? Look at me! Look at my arm! I have ploughed and planted, and gathered into barns, and no man could head me! And ain’t I a woman? I could work as much and eat as much as a man – when I could get it – and bear the lash as well! And ain’t I a woman? I have borne thirteen children, and seen most all sold off to slavery, and when I cried out with my mother’s grief, none but Jesus heard me! And ain’t I a woman?

Then they talk about this thing in the head; what’s this they call it? [member of audience whispers, “intellect”] That’s it, honey. What’s that got to do with women’s rights or Negroes’ rights? If my cup won’t hold but a pint, and yours holds a quart, wouldn’t you be mean not to let me have my little half measure full?

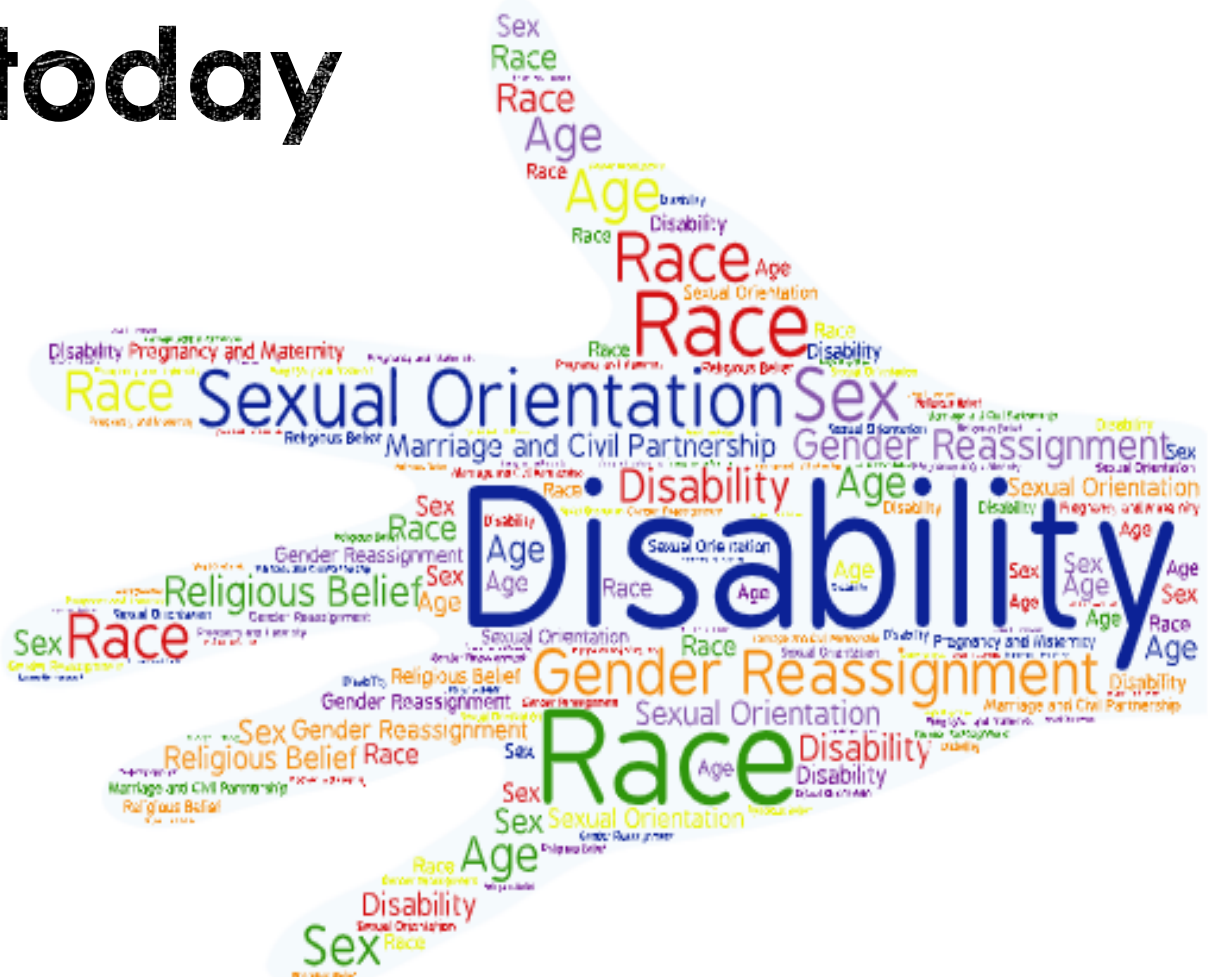
Then that little man in black there, he says women can’t have as much rights as men, ‘cause Christ wasn’t a woman! Where did your Christ come from? Where did your Christ come from? From God and a woman! Man had nothing to do with Him.

If the first woman God ever made was strong enough to turn the world upside down all alone, these women together ought to be able to turn it back, and get it right side up again! And now they is asking to do it. The men better let them.

Obliged to you for hearing me, and now old Sojourner ain’t got nothing more to say.



Intersectionality today



Authors own image

Stuart...

Conclusion



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