

# OUR VOICES

The Newsletter of the Diversity, Equity, & Inclusion Committee at

WARREN  VILLAGE.

*There is no such thing as a single-issue struggle  
because we do not live single-issue lives.*

**Audre Lorde**



## *Other articles in this issue*

Kimberlé Crenshaw - Page 2

Women's Equality Day - Page 2

A Conversation on Intersectionality - Page 3

Photo Source

## *Intersectionality* *What is it? Why does it matter?*

*Intersectionality, n.*

*The interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage; a theoretical approach based on such a premise.*

Intersectionality is the understanding of how our many identities inform how we engage and experience the world. It is through these experiences that we define ourselves, but also see how other identities contribute and overlap with each other. By examining our identities we are able to dig deeper into understanding ourselves through varying lenses. This discovery can force us to analyze our privilege, and oppression. It is important to understand intersectionality because it is often within these multiple identities where people become further disenfranchised.

Author Ijeoma Oluo writes, "Intersectionality helps ensure that fewer people are left behind and that our efforts to do better for some do not make things far worse for others. Intersectionality helps us stay true to our values of justice and equality by helping to keep our privilege from getting in our way. Intersectionality makes our systems more effective and more fair." Intersectionality is not something we work towards, it's something that exists within ourselves and perpetuated by various systems. However, we can be more aware of intersectionality by checking our privilege, learning about the different ways in which intersectionality has marginalized different identities, and being more mindful of our everyday language. Through knowledge and understanding, we can learn more about intersectionality and strive towards a more just future.

*Meet the DEI Outreach Subcommittee!*

Tara DeAugustine (she/her) [tdeaugustine@warrenvillage.org](mailto:tdeaugustine@warrenvillage.org)

Cameron Fall (he/him) [cfall@warrenvillage.org](mailto:cfall@warrenvillage.org)

Lily Kapitan (she/her) [lkapitan@warrenvillage.org](mailto:lkapitan@warrenvillage.org)

Austin Locke (he/him) [alocke@warrenvillage.org](mailto:alocke@warrenvillage.org)

Ashleigh Payne-Snyder (she/her) [apayne-snyder@warrenvillage.org](mailto:apayne-snyder@warrenvillage.org)

# Kimberlé Crenshaw & Her Leadership with Intersectionality



## Kimberlé Crenshaw

Kimberlé Williams Crenshaw is an American lawyer, civil rights advocate, philosopher, and a leading scholar of critical race theory. She is a full-time professor at the UCLA School of Law and Columbia Law School, where she specializes in race and gender issues.

Kimberlé Crenshaw coined the term “intersectionality” in 1989. She did this to help focus on the disparities that Black women have by creating a conversation about how identities intersect and create privilege and/or oppression.

“Intersectionality was a prism to bring to light dynamics within discrimination law that weren’t being appreciated by the courts,” Crenshaw said. “In particular, courts seem to think that race discrimination was what happened to all Black people across gender and sex discrimination was what happened to all women, and if that is your framework, of course, what happens to black women and other women of color is going to be difficult to see” (Coaston, 2019).

She describes intersectionality as, “Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It’s not simply that there’s a race problem here, a gender problem here, and a class or LBGTQ problem there” (Columbia Law School).

Crenshaw is currently Professor of Law at Colombia and has been doing research on race, racism, and intersectionality for more than 30 years. She, along with others including Derrick Bell, Cheryl Harris, and Richard Delgado, created the Critical Race Theory framework. You can learn more about Critical Race Theory [here](#).

Watch Kimberlé Crenshaw’s Ted Talk on the Urgency of Intersectionality [here](#).

Listen to Crenshaw on the ACLU’s At Liberty Podcast [here](#).

“

*If we aren’t intersectional, some of us, the most vulnerable, are going to fall through the cracks.*

## Did You Know That August 26th is Women’s Equality Day?

Without an intersectional lens, efforts to tackle inequalities and injustice towards women are likely to just end up perpetuating systems of inequalities. Feminist writer Zoe Samudzi reminds us that “intersectionality is such a vital framework for understanding systems of power, because ‘woman’ is not a catchall category that alone defines all our relationships to power”.

A Black woman may experience misogyny and racism, but she will experience misogyny differently from a white woman and racism differently from a Black man. Note: scholars have called this intersection of racism and misogyny “misogynoir”. The work towards women’s rights must be intersectional – any feminism that purely represents the experiences of white, middle class, able-bodied, heterosexual etc. women will fail to achieve equality for all.

To eliminate violence against all women and girls we have to address how violence differs between groups of women, because the violence women and girls experience isn’t just based on their gender. **44%** of lesbian women experience intimate partner violence, compared to **35%** of heterosexual women. Women and girls with disabilities are **2 to 4 times more likely** to experience domestic violence than women without disabilities.

Find out more information on Women’s Rights & Intersectionality [here](#).

See **Page 3** for a Conversation on Intersectionality with **Katie Goodwin**, Chair of the Board of Trustees at Warren Village!



# *A Conversation on Intersectionality with Katie Goodwin,* *Chair, Board of Trustees at Warren Village*

"Intersectionality is a concept that helps us understand why no two people experience the world in the same way. While we may share certain life experiences, we don't always view them similarly because of who we are. In order to continue to learn and grow personally, I continue to value the importance of listening. I often connect with people with respect to what we have in common; this is a helpful tool. However, I need to remain aware that just as no two people look alike, no two people see the world in the same way either. I think there is a place for us to continue engaging in respectful dialog with each other, find the commonality and how we can continue to collectively thrive as a community.

Professionally, I use the theory of intersectionality to try to eliminate preconceived notions that are easy to espouse when you hear only one side of a story. I have learned, many times, that no two versions of a story are ever the same. That does not mean one person is not telling the truth, rather, it illustrates the fact that each person is telling their own truth. With my work at Warren Village, I do try to connect with our resident families by talking about our shared experiences – I am a working parent who wants what is best for her family. I do understand, however, that the resident experience is not my own. Our residents and their resilience inspire me to advocate for the organization so that it can help each and every one achieve their own unique success."

**- Katie Goodwin**

*Attorney – Goodwin Advancing Legal Advising, LLC  
Chair, Board of Trustees at Warren Village*



## *Moments of Mindfulness*

### *What Can I Do?*

**Check your privilege:** And look beyond just skin color. Middle class? University level education? Able-bodied? Cis-gender? All your social identities play into your 'privilege', even if you didn't ask for it. Reflect on these and consider how this impacts the discriminations you do and don't experience.

**Listen and learn:** At its very core, intersectionality is about learning and understanding views from other people. Listen to, include and meaningfully collaborate with diverse groups of people. Hear and honor their words. But remember it's not the responsibility of marginalized groups to do all the work in educating people on their experiences. This often takes up lots of emotional labor and should never be taken for granted so be prepared to help undertake some of the labor by doing your own research.

**Make space:** Ask yourself if you're the right person to take up space or speak on certain issues. Center stories and actions on those with the lived experiences. Don't speak for them, don't speak over them.

**Watch your language:** So many of the words we use every day are ableist, exclusionary and downright offensive to marginalized communities. When was the last time you said "ah, that's so lame!" when you were annoyed about something? Consider how someone with a physical impairment might hear this. Lame actually means "unable to walk without difficulty." Recognize and correct your use of such terms. Accept criticism and call others out.

[Source](#)

### *Important Dates In September*

**September 6-8:** [Rosh Hashanah](#), the Jewish New Year celebration, marking the creation of the world.

**September 11:** [Enkutatash](#), the Ethiopian New Year

**September 18:** [International Equal Pay Day](#)

**September 24:** [Native American Day](#)

Click on the [underlined](#) links for more information!

