



# Intersectional Solidarity

“Difference is that raw and powerful connection from which our personal power is forged.” - Audre Lorde





**Lauren Kite (she/her)**



**Casey Tonnelly (they/them/no pronouns)**



**01.** **Collective Learning and Engagement**  
We will be inviting y'all to reflect, share, listen, and engage.  
Collective learning is more robust with more voices involved.

**02.** **Examples of Intersectional Solidarity**  
We will be inviting you to help cultivating these examples!

**03.** **Bystander Intervention**  
We will define what this means, review various scenarios, name barriers to intervention, and offer practices to engage.

**04.** **Tips & Invitations**  
We collectively brainstorm tips and offer additional invitations.

**IN THIS  
SESSION**

# Definitions/Shared Language

## Intersectionality:

Intersectionality is simply a prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism, many times, interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges.

## Solidarity:

Is an awareness of shared interests, objectives, standards, and sympathies creating a psychological sense of unity of groups or classes and engaging in behaviors that correspond with that awareness.

## Bystander Intervention:

Bystander Intervention involves developing the awareness, skills, and courage needed to intervene in a situation when another individual needs help. Bystander interventions allow individuals to send powerful messages about what is acceptable and expected behavior in our community.



# Activity: Reflection and Pair n' Share

## Instructions

Think of a time someone unexpected demonstrated solidarity with you.

## Reflections

How did it make you feel?  
What shifted or changed for you?

## Break-outs

Ask your partner about their example? Ask (at least) one curiosity question about their example?

# Collective Power



Fosters a Sense of Community and Belonging



Increased Collective Health and Wellness



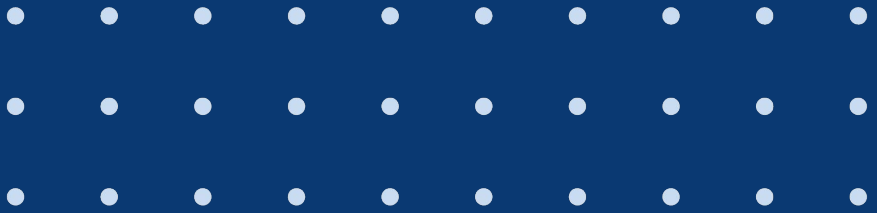
Fosters Collaboration and Innovation



Amplifies the Collective of the People to Balance Power



Build stronger networks, partnerships, and collaborations to address challenges



# What would you do?

## Scenario #1



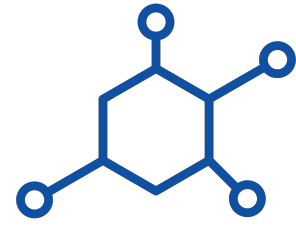
## Scenario #2



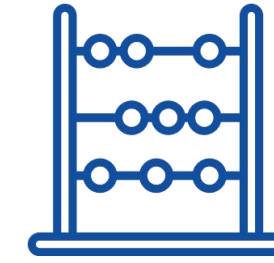
## Scenario #3



# Common Barriers to Intervention



Fear for Personal Safety



Fear of "Getting it Wrong"



Fear of Workplace or Societal Consequences



Accountability



Fear of Causing Harm





# Bystander Intervention

## Distract



## Delegate



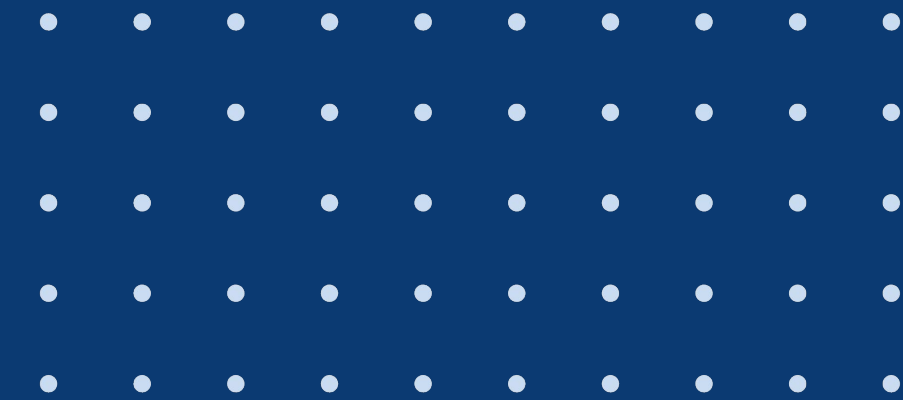
## Document



## Delay



## Direct



# Consequences of Inaction

- Lack of safety
- Lack of trust
- Mistrust of leadership
- Co-worker tension
- Low morale
- Poor communication
- High turnover of minoritized staff
- Demographic silos
- Mental distress
- Stress related health issues
- Negative environment



# Tips and Invitations



Listen to your feelings/Trust your gut



Center the person being targeted



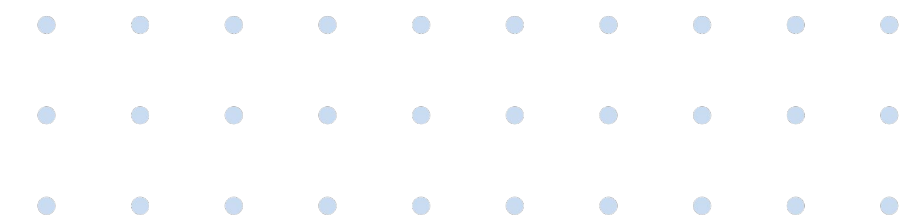
The purpose is to interrupt, not correct



Create opportunities for connection and relationship



Be Courageous!

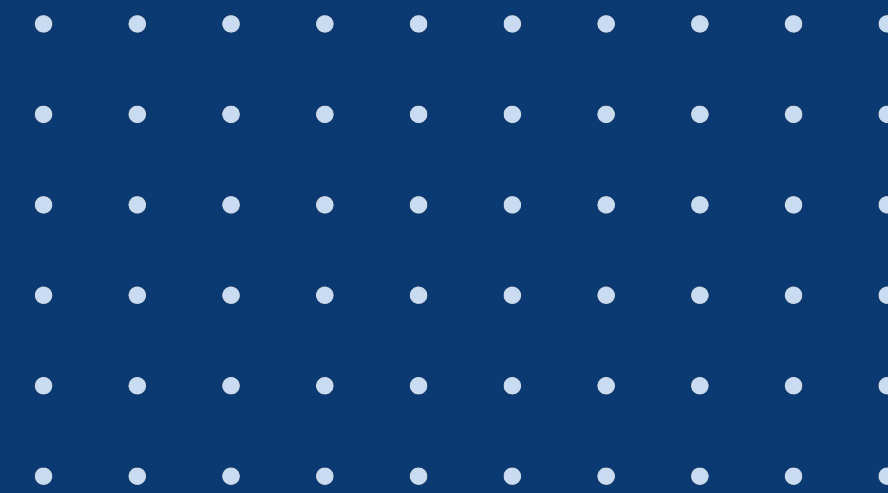


# Everyday Ableism

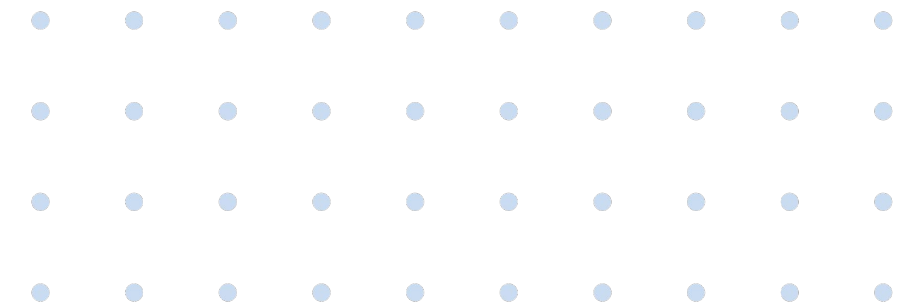
Athena Group Collaborator **Elizabeth Ralston** will be presenting at ICSEW General Membership meeting:

**May 21<sup>st</sup>, 2024**  
**8:30a-12pm**

Learn how ableism is manifested in our workplace and society. How can we break down physical & environmental barriers that exclude and stigmatize those living with disabilities?



# Questions?





# Thank you!

---

laurenvkite@gmail.com  
info@beyondthinkingwithcasey.com



www.athenaplace.com  
info@athenaplace.com  
Follow on LinkedIn @ The Athena Group LLC

