Cultivating Inclusion to Praxis What We Preach

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“Women have intersecting identities and are therefore impacted by a multitude of social justice and human rights issues.”

Women’s March Mission, 2016
And ain't I a woman?

Sojourner Truth, 1851
• We stand together, recognizing that defending the most marginalized among us is defending all of us.

• We support the advocacy and resistance movements that reflect our multiple and intersecting identities.

• We practice empathy with the intent to learn about the intersecting identities of each other. (Mission Statement)
We are all relevant, we are all valued, and we are more powerful together.
NORMALIZE INTERSECTIONAL FEMINISM!
Cultivating Inclusion
Praxis

“formally about putting an idea or theory into practice”

vocabulary.com
Intersectionality in addition to belonging to a marginalized gender category, many women are also members of other marginalized groups
“Intersectionality must be about more than intellectualizing the work. It must be grounded in an ethic of feminist praxis that blends critical theory, like that of Kimberlé Crenshaw, with self-work and activism.”
Praxis

“reflection and action directed at the structures to be transformed”

Paulo Freire
Pedagogy of the Oppressed (1970)
The six signature traits of inclusive leadership
Thriving in a diverse new world

• Commitment
• Courage
• Cognizance of Bias
• Curiosity
• Culturally Intelligent
• Collaborative
Commitment

Strengthen commitment to members of marginalized groups. Work from privileged identities to effect change. Articulate how and why intersectionality matters.

Courage

Challenge the status quo with others, with systems, and with ourselves. Hold ourselves and others accountable for non-inclusive behaviors. Question individual and systemic dynamics related to social identities. Resist internalizing negative stereotypes about ourselves.

Cognizance of Bias

Be mindful of T.U.I.*
Solicit feedback about biased behavior.
Provide and participate in implicit bias training.
Learn strategies for mitigating bias.


Curiosity

Strive to understand others’ viewpoints and experiences.
Seek opportunities to interact authentically.
Respectfully ask questions to deepen understanding.
Listen actively and empathically.

Cultural Intelligence

Remember that cultural viewpoints impact our attitudes and actions.
Respect cultural differences in communicating.
Be aware of ethnocentric tendencies.
Pay attention when others speak to their experience.

Collaborative

Encourage creativity and cooperation.
Attend to social identity power dynamics.
Empower others to contribute their unique perspectives.

The six signature traits of inclusive leadership

Commitment
Courage
Cognizance of Bias
Curiosity
Culturally Intelligent
Collaborative

Thriving in a diverse new world
Recommendations

“We must take upon ourselves the desire to learn about issues and identities that do not impact us personally.”*

• Learn more about intersectionality.
• Enact cultural humility.
• Self-reflect.*
• Decenter your perspective*
• Be willing to make mistakes.*
• Practice the Platinum Rule.

*Why Our Feminism Must Be Intersectional (And 3 Ways to Practice It) January 11, 2015 by Jarune Uwujaren and Jamie Utt
http://everydayfeminism.com/2015/01/why-our-feminism-must-be-intersectional/
“I am not free while any woman is unfree, even when her shackles are very different from my own.”

— Audre Lorde