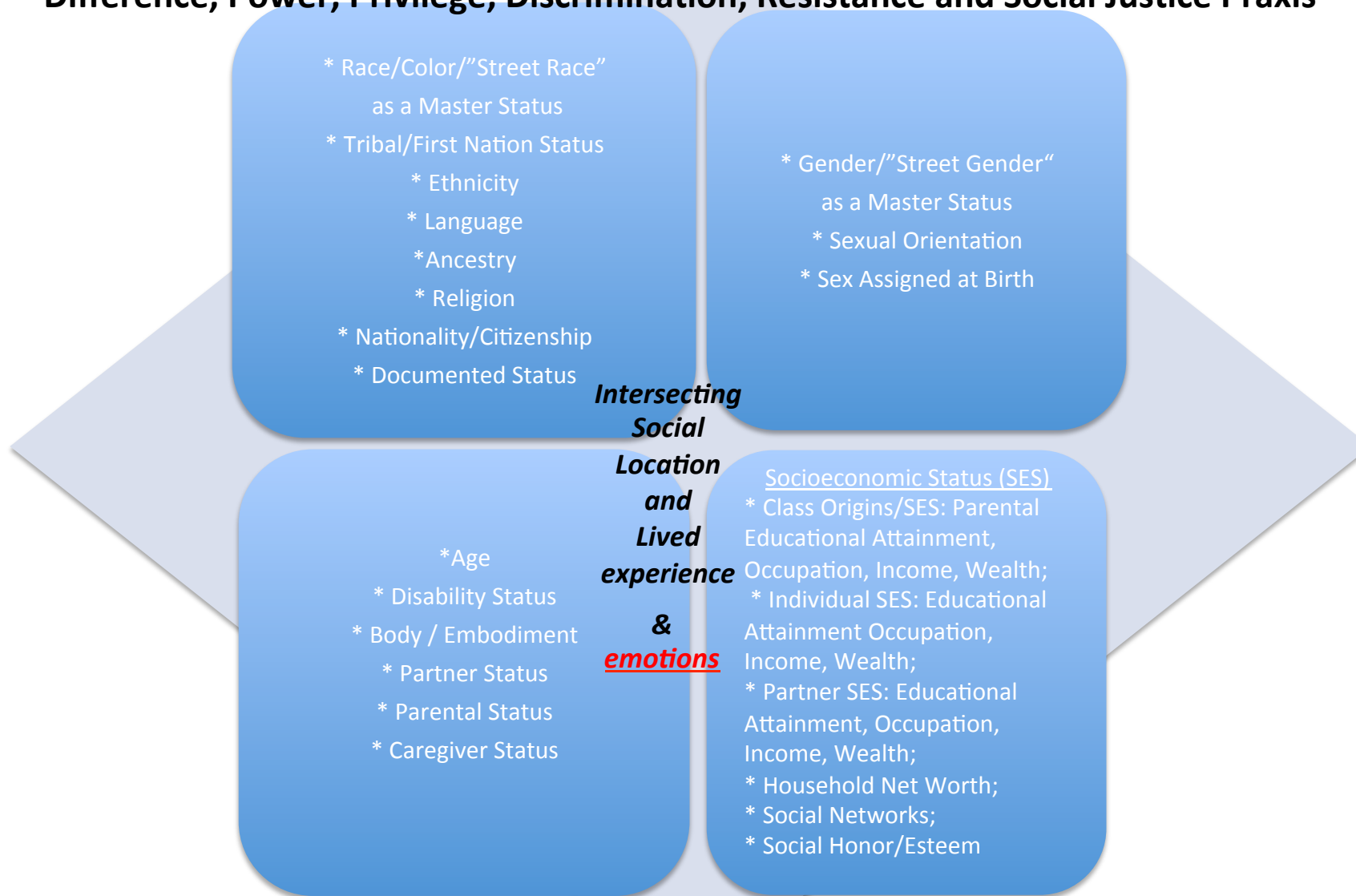


# WHAT IS INTERSECTIONALITY?

**“Intersectionality is a way of understanding and analyzing complexity in the world, in people, and in human experiences. The events and conditions of social and political life and the self can seldom be understood as shaped by one factor. They are shaped by many factors in diverse and mutually influencing ways. When it comes to social inequality, people’s lives and the organization of power in a given society are better understood as being shaped not by a single axis of social division, be it race or gender or class, but by many axes that work together and influence each other...People use intersectionality as an analytic tool to solve problems that they or others around them face (Collins and Bilge 2016:2).”**

**Collins, P. H., and S. Bilge. 2016. *Intersectionality*. Malden, MA: Polity Press.**

**What's your intersecting social location and experience in social structures of inequality?  
An Invitation to On-going Intersectional Self-Reflexivity About  
Difference, Power, Privilege, Discrimination, Resistance and Social Justice Praxis**



**Resist Ontological Flattening: Race/Color/Street  $\neq$  Ethnicity  $\neq$  Ancestry  $\neq$  Nationality  
You cannot measure different concepts with one question; separate questions are necessary**

# VISUALIZING THE MATRIX OF DOMINATION (Collins 2009)

Part 1: Intersecting Systems of Oppression: **Setter Colonization-White Supremacy-**

**Structural Racism-Patriarchy-Heterosexism--Nation/Nativism-Ableism-**

Part 2: Arrangements of Power

**Hegemonic/  
Cultural  
Domain of Power**

- Narratives that  
Permeates all levels of  
Power

*Ideological/Narrative  
Glue that cuts across all  
domains*

**Structural  
Domain of Power**

- Organizations
- Institutional Arrangements

**Disciplinary  
Domain of Power**

- Management
- Rules of the Game

**Interpersonal  
Domain of Power**

- Lived Experience
- Consciousness

**For more on Matrix See *Black Feminist Thought* (Collins 2009)**

See Crenshaw Mapping the Margins;  
McCall Complex Inequalities; Hancock Intersectionality

**GOT COMPLEX INTERSECTING INEQUALITIES?  
Multilevel Logistic Estimates of Probability of 6-Year UNDERGRAD Graduation by Race, Class and Gender,  
2000-2008 (ALL NM HISCHOOL GRADUATES AT A LARGE PUBLIC UNIVERSITY IN NM)**

Variables	Marginal Effects
White, High-income Women	-(Reference Group)
American Indian, Low-income Men	-.453***
American Indian, Low-income Women	-.396***
American Indian, High-income Men	-.371***
Black, High-income Men	-.305**
White, Low-income Men	-.288***
Hispanic, Low-income Men	-.24***
Black, High-income Women	-.226***
Hispanic, Low-income Women	-.225***
Black, Low-income Men	-.223***
Asian, Low-income Men	-.217***
Asian, High-income Men	-.211***
Black, Low-income Women	-.185***
Hispanic, High-income Men	-.172***
White, Low-income Women	-.142***
White, High-income Men	-.137***
Asian, Low-income Women	-.137***
American Indian, High-income Women	-.093*
Hispanic, High-income Women	-.033
Asian, High-income Women	.001

**López, Nancy**, Christopher Erwin, Melissa Binder and Mario Chavez. 2017. "Making the Invisible Visible: Advancing Quantitative Methods Through Critical Race Theory and Intersectionality for Revealing Complex Race-Gender-Class Inequalities in Higher Education, 1980- 2015." Special Issue: QuantCrit: Critical Race Theory and Quantitative Research Methods, *Race, Ethnicity and Education*,

# **CROSS CUTTING VALUES & CONCEPTS**

**Inclusive Leadership: Diversity is our strength;  
Community Collaboration, Education & Outreach;  
Attention to Power Dynamics & Commitment to  
Power Sharing;**

**Intersectional Justice & Social Responsibility;**

**\*\*\*Do No Harm\*\*\***

**Transparency and Self-Reflexivity;**

**Equity-Based Accountability**

**Interdisciplinary Scholarship and Creative Works,  
Transdisciplinary Research;**

**Multiple Epistemologies & Methodological  
Approaches**

## An Invitation to Self-Reflexivity ...

How can we take account of our location in power relations?

What's your lived race-gender-class **experience**?

