

Walking in the Shoes of Others

Seeing and overcoming the complexities of
intersectionality

Welcome & Introductions



Australian Government
Geoscience Australia

APPLYING GEOSCIENCE TO AUSTRALIA'S
MOST IMPORTANT CHALLENGES



Welcome & Introductions

Lead Facilitators

Assoc. Professor Cate Thomas

Associate Dean (Academic), Convenor Athena SWAN

Faculty of Science, Charles Sturt University, cthomas@csu.edu.au

Dr Colleen MacMillan

Agriculture and Food Lead Inclusion and Diversity,

Senior Research Scientist and Team Leader Cotton Fibre Quality,

CSIRO colleen.macmillan@csiro.au

Walk-Group Leads

Hayley Torabi

Senior Advisor - Diversity

University of Canberra

Dr Megan Osmond

SAGE Program Manager

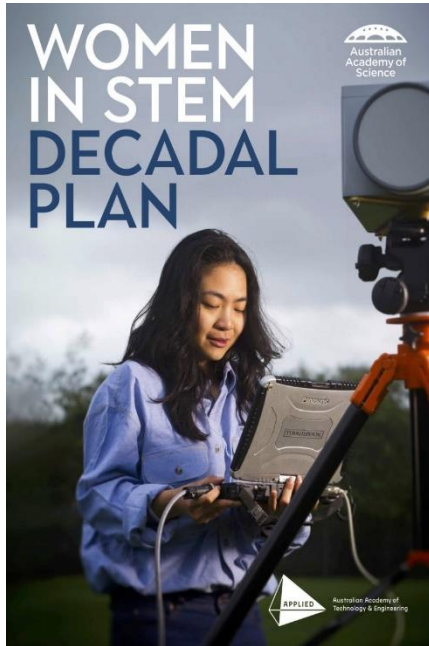
Organisational Development, CSIRO

Dr Kim Doyle

Project Manager - Equity & Diversity, Athena SWAN

Faculty of Science, Charles Sturt University

STEM Decadal Plan



The Women in STEM Decadal Plan, developed by the Australian Academy of Science in collaboration with the Australian Academy of Technology and Engineering, offers a vision and opportunities to 2030 to guide stakeholders as they identify and implement specific actions they must take to build the strongest STEM workforce possible to support Australia's prosperity.

<https://www.science.org.au/support/analysis/decadal-plans-science/women-in-stem-decadal-plan>

Athena SWAN

Accreditation framework to address and improve gender equity in STEMM (Science, Technology, Engineering, Mathematics and Medicine) in higher education and research

Established in the UK in 2005 - proven reputation for creating a gender inclusive workplace. Overseen by AdvanceHE in the UK.

Australian pilot run by SAGE (Science in Australia Gender Equity), 2016

Universities and research institutes apply to become members of the pilot



Athena SWAN & Intersectionality

- ▶ Athena SWAN has 10 principles to which all its members commit to implement in their institutional practices, policies and cultures. Principle Ten specifically deals with intersectionality:



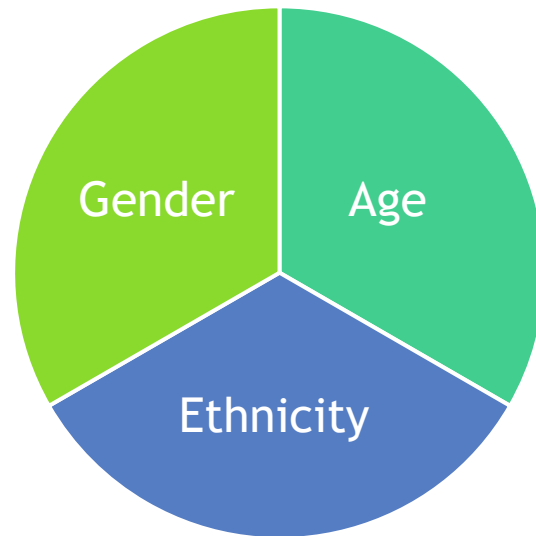
Intersectionality

The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism and classism) combine, overlap or intersect especially in the experiences of marginalised individuals or groups.

Kimberlé Crenshaw introduced the theory of intersectionality, the idea that when it comes to thinking about how inequalities persist, categories like gender, race and class are best understood as overlapping and mutually constitutive rather than isolated and distinct.

- Adia Harvey Wingfield

<https://www.merriam-webster.com/dictionary/intersectionality>



‘Intersectionality is a theoretical framework for understanding how multiple social identities such as race, gender, sexual orientation, SES, and disability intersect at the micro level of individual experience to reflect interlocking systems of privilege and oppression (i.e., racism, sexism, heterosexism, classism) at the macro social structural level.’ - Bowleg (2012) p1267

Things to think about

Why intersectionality?

Why now?

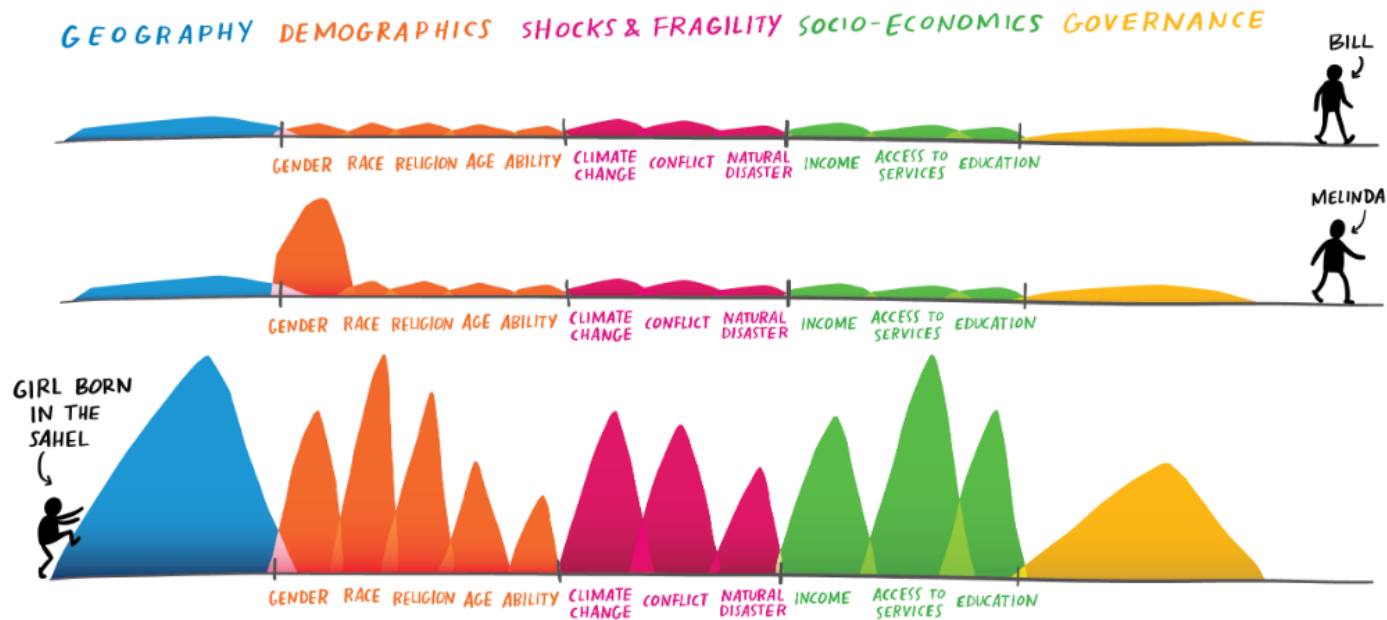
- Challenges the status quo
- Takes a holistic approach to human experience
- Explores new approaches
- Enhances understanding
- *Encourages inclusivity*

vawlearningnetwork.ca

Image on previous slide courtesy of: Cate Thomas, Janelle Thomas, Kirsty Smith, Craig Hinley & Tim Wess, 'Exploring intersectionality, educating scholars & teaching in higher education'. Faculty of Science and Division of Human Resources, Charles Sturt University.

Walking in the shoes of others

STARTING OUT AHEAD



<https://www.gatesfoundation.org/goalkeepers/report/2019-report/#ExaminingInequality>

Intersectionality Walk

Participants will:

- 1. Receive a persona.** When asked, open persona-kit, reflect, put on accessories.
- 2. Join a walk-group.** Each group (3) has a dedicated walk-leader; follow their instructions. Stand in a circle, listen to real-life scenarios, take a step back if your persona is negatively impacted.
- 3. Provide changes to the scenarios.** Do this when asked, from your persona's perspective, using your web-enabled device.
- 4. Reflect on intersectionality.** With lead facilitator.
- 5. Walk again with your Group.** Now with some changes provided by the walkers.

Engage in a plenary discussion.

Participant changes to scenarios via your web-enabled device.

1. Respond on the web (URL / QR codes):

Group 1 = *pollev.com/meganosmond767*

Group 2 = *pollev.com/kdoyle822*

Group 3 = *pollev.com/hayleytorabi389*

2. Provide a username as follows:

GroupNumber_Personaname e.g. 1_FrankA

3. Answer with free text

for changes to each day, or skip to next.


Thank you. All answers are kept confidential.

Intersectionality Walk

THE CONVERSATION
Academic rigour, journalistic flair

Search analysis, research, academics.

Arts + Culture Business + Economy Cities Education Environment + Energy Health + Medicine Politics + Society **Science + Technology**



'Death by a thousand cuts': women of colour in science face a subtly hostile work environment

February 11, 2020 6:11am AEDT

<https://theconversation.com/death-by-a-thousand-cuts-women-of-colour-in-science-face-a-subtly-hostile-work-environment-130204>



Anna-Maria Arabia

Chief Executive

The Australian Academy of Science

Research Possibilities

- How can we progress the recommendation of the Decadal Plan which is to **identify measures that address intersectionality**?
 - Discuss ways we could do this by building on the work of SAGE members
- How can the Academy develop opportunities for collaboration that deepens understanding of intersectionality and identifies ways to address it?
 - How to get involved.

Thank you & Next Steps

- ▶ In the next few days you will receive an invitation to fill out a post-workshop survey. We would very much appreciate if you could take the time to fill out the survey - the data will help us refine and improve this workshop and inform future research directions.
- ▶ You will also receive access to the intersectionality walk for your use.
- ▶ Thank you for your participation today!

Thank You

A huge thank you to the team who helped put this workshop together.

Ellen Swavley
Diversity Specialist
University of Canberra

Kerry Elliott
Executive Manager, Diversity, Inclusion and Belonging
CSIRO

Dr Merryn McKinnon
Senior Lecturer, Centre for the Public Awareness of Science
Australian National University

And a special thanks to our partners at SAGE and the Australian Academy of Science: Wafa El-Adhami, Tamzen Armer, Madison Hartill-Law, and Louise Moes

References & Further Reading

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