Intersectionality - Translation of theory to practice
Evolution of intersectionality frameworks in Victorian primary prevention

Women’s Health in the South East
Tuesday 26th May
Intersectionality was a term coined by Professor Kimberlé Crenshaw, whose definition is as follows:

"Women experience oppression in varying configurations and in varying degrees of intensity. Cultural patterns of oppression are not only interrelated, but are bound together and influenced by the intersectional systems of society. Examples of this include race, gender, class, ability, and ethnicity."

https://youtu.be/O1islM0ytkE
Outline

• Definitions and frameworks: what is included?
  • Government
  • Non government
• Respect Victoria
• Voices of women
• Good practice in Victoria

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

Audre Lorde
Royal Commission into Family Violence

The Royal Commission’s TOR required it to consider the needs and experiences of people affected by family violence, having particular regard to, among others:

- children
- seniors
- Aboriginal and Torres Strait Islander peoples
- people within culturally and linguistically diverse communities
- lesbian, gay, bisexual, transgender and intersex people
- people living in rural, regional and remote communities
- people with a disability

The terms of reference did not refer to male victims of family violence, women in prison or women working in the sex industry. Nevertheless the Commission considered it important to take into account their experiences and needs.
Everybody Matters: Inclusion and Equity Statement

Understanding Intersectionality

Social identities and systems of oppression intersect

- Medical or criminal record
- Aboriginality
- Gender
- Sex
- Age
- Ability
- Orientation
- Ethnicity
- Gender identity
- Nationality
- Religion
- Language
- Migration or visa status
- Refugee or asylum seeker
- Sexuality
- Aboriginality
- Gender
- Sex
- Age
- Ability
- Orientation
- Ethnicity
- Gender identity
- Nationality
- Religion
- Language
- Migration or visa status
- Refugee or asylum seeker
- Sexuality

Strategic priorities
- Building knowledge
- Building capacity and capability
- Strengthening targeted services

Diverse communities
- LGBTIQ communities
- Aboriginal and Torres Strait Islander communities
- People living in rural and remote communities
- People with disabilities
- People who work in the sector
- Older people
- Young people
- Women in crisis or existing prison or detention facilities
- Victims of violence
- People with mental health issues
- People with substance use issues
- People with sexual or gender identity issues

Vision
An inclusive, safe, responsive and accountable system for all Victorians

Intersectionality
Supporting frameworks

Human rights
Strength-based
Trauma-informed
Cultural safety
Person-centred

Our call to action
Champions
Challenge
Change
Choice

Family Violence Outcomes Framework
Evaluation
Evaluation
Evaluation
International and national models

Commonwealth of Australia
Fourth Action Plan 2019

The green ribbon represents the various factors that make up a person’s social status and/or identity. These factors are what we often consider when we address the issue of ‘diversity’.

The purple ribbon represents the social systems and structures which can impact people positively or negatively.

The grey ribbon represents forms of discrimination which can form the basis on which people are excluded.
Figure 1. Intersectionality: Understanding the dynamics of power and privilege, and discrimination and oppression in our analyses of violence

* This image has been adapted from Our Watch (2017).
Proposed Respect Victoria model

**Discrimination and prejudice**
- Racism
- Classism
- Homophobia
- Biphobia

**Colonialism and dispossession**
- Aboriginality
- Gender
- Sex
- Sexual orientation and gender identity
- Ethnicity, colour, nationality
- Refugee/asylum seeker background
- Migration/visa status
- Language
- Religion

**Identities and personal characteristics**
- Ability
- Mental health
- Age
- Socioeconomic status
- Housing status
- Geographic location
- Parenting status (especially single mothers)
- Medical record
- Criminal record
- Lived experience
- Education
- Occupation

Respect Victoria
Preventing Family Violence
Respect Victoria socio-ecological model incorporating intersectionality
Respect Victoria Intersectionality Framework Map

Background positioning paper:
*Defining and conceptualising intersectionality in the primary prevention space in Victoria*

Intersectionality Framework for Operation

- Strategy, policy and planning
  - Stakeholder strategy
  - Intersectionality working group
  - Primary Prevention Alliance
  - Reconciliation Action Plan
- Finance and Operations
  - Diversity Equity and Inclusion Policy
  - Discrimination, Harassment and Bullying Policy
- Communications and engagement
  - Learning Plan
  - Communications Policy Suite
- Research and Evaluation
  - Intersectionality Guidelines for contractors and Consultants Undertaking Research

2 hour introduction session on intersectionality for staff
JAX JACKI BROWN
As a disability feminist who is queer, *I live intersectionality*, it shapes my life and my politics. However, the communities I belong to are often not intersectional or inclusive. The disability community can be very homophobic, biphobic and transphobic. I was reminded of this last week when I posted in a disability forum about a staff member for the National Disability Insurance Scheme who assumed the gender of my partner to be male, and my post was met with homophobic responses from other people with disabilities…

We need to get better at intersectionality. We need to be able to talk about behaviour that is problematic, exclusionary or reinforces privilege. Disability does not negate gendered privilege, but often people outside the disability community (as well as those within it) presume that it does, which both saddens and frustrates me.
When it comes to intersectionality, we have to be incredibly careful because without that strong structural analysis, without that commitment to the rights of other human beings and the notion of equality for all, without using privilege to elevate the voices of those who have less rather than talking over them in the name of being an ally, it runs the risk of being identity politics doomed for nothing more than **circular games of oppression Olympics.**
Good practice of integrating intersectionality in Victorian primary prevention
Questions?