

### What does “intersectionality” mean?

**Intersectionality** is the understanding that the overlap of various social identities in a person, such as race, gender, sexuality, religion, age, class, nationality and immigration status, contributes to the oppression and discrimination experienced by that individual.

The term was coined by legal scholar Kimberlé Crenshaw to describe the ways that African-American women’s concerns were overlooked in both the feminist and anti-racist discourse.

Each individual is impacted by their demographics and sources of identity. Women are treated differently and, thus, experience the world differently than men. A gay, black, undocumented woman experiences oppression in an intensified way thanks to the “intersection” of those social forces.

 **The Opportunity Agenda: Ten Tips for Putting Intersectionality into Practice**

### Why is an intersectional framework vital for understanding immigration?

**Climate change, income inequality and discrimination** are key “push factors” that cause people to migrate. These and other inequalities disproportionately affect immigrants when they arrive in their new homes.

**Every immigrant has a unique identity.** Understanding the differences in perspective and the material reality faced by immigrants help immigrant-serving organizations support their clients and find creative solutions to fit unique needs.

**By recognizing that immigrants,** as well as all U.S.-born citizens, are key actors in addressing issues of systemic injustices and building a just and equitable future, immigrants are given the chance to be full members of their new communities.

 **Webinar: Climate Change and Migration**



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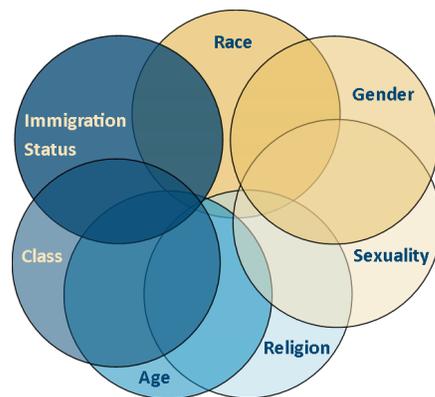


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## How to create an intersectional narrative?

**1. Seek out** diverse stories and opinions, especially from members of vulnerable groups and underserved communities

**2. Remember** that each individual has many sources of experience and identity. Give space for people to express their full selves rather than asking them to show one side of themselves or act as a token minority member.



**3. Challenge** narratives that treat immigrants or members of other communities as a monolith. Amplify stories that show depth and complexity.

**4. Recognize** that members of more privileged groups can step back and give space to others or use their platforms to amplify other’s voices.

 **Define American Story Collection**



### Recognizing immigrants to build inclusion

- **People** who are disproportionately impacted by violence, discrimination, disasters and global inequality are likely to choose migration as a solution to their problems.
- **Immigrants** who are women, low-income, LGBTQ, disabled or members of minority ethnicities and religions face increased risk while traveling or resettling.
- **Immigrants** with different types of visas or documentation status have different levels of access to social benefits and justice systems.

Despite these vulnerabilities, immigrants, organizers and researchers are using various methods to address inequity.

Foreign-born workers are instrumental in health care, not-for-profits, higher education and sustainability, which are key to addressing discrepancies between identity groups.

As negative attitudes toward immigrants change, this leads to better conditions for

people of different races, religions, genders and sexual orientations who were born in the U.S.

Communities can embrace people of all backgrounds by ensuring that stakeholders with different backgrounds and statuses have equal share in decision-making and access to resources. This systemic equality leads to inclusion for all and builds community resilience.

 **Demographic Change is Hard, Especially When our Leaders Stoke our Worst Fears**

 **What Happens when Diverse Identities Intersect at Work?**

### Strategies for collaborative action

**Build a more inclusive immigration movement.** Address racism, discrimination, climate concerns, religious faiths and equity. Have broader policy agendas that include issue areas that overlap with immigration.

**Promote immigrant integration.** Conduct rights trainings, educational programs and civics lessons.

**Increase the visibility and rigor of your work.** Partner with research centers to show immigrants and

their impact. Tell the stories of your organization, movement and individuals.

**Promote and incorporate equity.** Establish clear goals, practices and outcomes, and ensure equity is present in all policies.

**Build relationships with community groups.** Help fill immigrant leadership gaps, and keep the pulse of your work on the ground.

**Practice intersectionality and bridge gaps.** Uniting with other social movements builds a river of change.

#### Immigrants as makers of change:

 **Three Ways Immigrants are Fighting COVID-19**

 **Meet the Cesar Chavez Community Heroes, 2019**

 **Hana Center: Shared Values**



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