

## Tool 24: Drawing the organisational intersection

This tool helps you to make inequity in your organisation visible so you can see how to change it.

This tool is similar to tools 4, 9, 16, and 20, where we use the analogy of the intersection to map out how oppression and power intersect. We use the tool here to map out inequalities in the organisational system. In addition to mapping out the intersection of inequities, naming the roads, vehicles, collisions and impact of the intersecting system enables us to analyse how to reduce people's injuries through empowerment and building on strengths.

Start by imagining or looking at a traffic intersection:



### Step one: Name the roads of inequity that intersect in your organisation

Take a piece of paper and place the workforce in the middle. Draw the roads that meet at the crossroads (where the workforce is placed).

- > ableism
- > ageism
- > capitalism
- > caste
- > class
- > colonialism
- > heteronormativity
- > imperialism
- > patriarchy
- > racism
- > sexism
- > trans/homophobia.

Roads of inequity include structures and dominant ideas.

## Step two: Name the vehicles of oppression

Name the vehicles on the different roads.

The vehicles on the roads of inequity are the mechanisms that drive oppression and discrimination. For example, vehicles of racism include language, attitudes and behaviours. Vehicles of oppression include strategies that silence or undermine people, such as exclusion, stigma and poverty.

## Step 3: Describe the crash/collision at the intersection

Describe why and how the vehicles are crashing into the workforce.

Note why and how vehicles of oppression are reckless. Dangerous driving could arise from privilege, bureaucracy, labelling, fear.

Describe the protective factors that lessen the likelihood of the crash.

## Step 4: Describe the injuries to people in your organisation

Describe how people are harmed by the crash.

The injuries of oppression are located within both the lived experience of people and the context.

Describe the strengths that lessen the impact of the crash.



### For more information see:

Nayak, S. (2022). An intersectional model of reflection: is social work fit for purpose in an intersectionally racist world? *Critical and Radical Social Work*,10(2).

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### You may find these thoughts from those who took part in the Change Project helpful:

- > 'We need to name – so can make sense ourselves and empower people.'
- > 'There needs to be an inclusive organisation; this means an intersectional organisation.'
- > 'When someone is at an intersection and being hit by so many vehicles, how can we create the conditions of equality?'
- > 'We need to think about who has a voice in our organisation.'
- > 'How do we get buy in from everybody throughout the organisation?'