

## Tool 1: Reflection on your motivation for intersectionality

This tool helps you to consider your motivations for learning about intersectionality.



Use these reflective questions to help you think about your motivations for learning about intersectionality:

- > Where does society situate you and your identities?
- > Where does your knowledge and experience come from?
- > From your position, what barriers do you see to people having good experiences and outcomes in adult social care?
- > What motivates you to work to remove these?
- > What potential is there in your personal and professional roles to respond to the inequity you see to bring about change?

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

What is important to us in taking intersectional action?

- > *How instrumental intersectionality is to equality, diversity and inclusion.*
- > *Help us work in a way that will benefit people.*
- > *Think more broadly about how people are oppressed.*
- > *Recognise diversity in places where it may not be noticed.*
- > *Make sure that we address impact and don't miss things.*
- > *Apply learning to practice so we take account of people's experiences.*
- > *Think about how intersectionality can disrupt.*
- > *The responsibility that we have and the opportunity.*