

Tool 3: Intersectional reflection on Kimberlé Crenshaw's video

This tool helps you to reflect on what intersectionality is and how it relates to adult social care.



Watch the video below:

[Kimberlé Crenshaw at Ted + Animation - YouTube](#)



Use these reflective questions, either individually or in a group, to relate the information in the TED talk to your experiences in adult social care:

- > What are the parallels between Emma's situation and the situations that people find themselves in when they approach adult social care?
- > Have you come across examples of partial and distorted thinking in adult social care?

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

What does intersectionality mean?

- > *'Looking at and listening to the whole person where they are, where they have been and where they would like to be.'*
- > *'A greater understanding that everyone has their own unique experiences and characteristics that exist and impact on people simultaneously.'*
- > *'A way of looking at different aspects of identity characteristics leading to discrimination, oppression and privilege manifesting in different ways for different people and groups.'*
- > *'It's about multiple aspects of a person's identity/experience that can collide to both disadvantage and/or privilege.'*
- > *'Understanding that individuals are more than 'one' element of their identity, and that the multiple layers of identification relate to the unique experiences/discrimination that one may be exposed to.'*
- > *'It means complete understanding and a holistic view of people's experience of abuse, inequality and discrimination.'*
- > *'How the impact of having many different experiences due to who you are or what you have faced impacts on how we move forward.'*
- > *'How we consider the impact of lived experience on how the person is now and what they may struggle with.'*
- > *'I find it useful to think of intersectionality as a lens or prism - to raise awareness and support new and different ways of thinking with individuals or in wider society.'*