

Tool 4: Drawing the intersection

This tool is a way of drawing intersectional experience and making inequity visible. It can be used in a variety of ways (see tools 9, 16, 20 and 24).

Start by imagining or looking at a traffic intersection:



We can use this image to map out how oppression and power intersect in our lives and the lives of others, through the roads of inequity and the vehicles of oppression.

And 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.

Step 1: Name the roads of inequity

Take a piece of paper and place a person or people in the middle. Draw the roads that meet at the crossroads (where the person / people are placed).

The roads of inequity include:

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

Roads of inequity include structures and dominant ideas.

Step 2: 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 person or people.

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

Describe how the person or people is/ are harmed by the crash.

The injuries of oppression are located within both the lived experience of the person 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:

Some of the vehicles are:

- > Discrimination in employment.
- > Propaganda, misinformation, ignorance.
- > Lack of representation.
- > Stereotypes.
- > Prejudices, unconscious bias.
- > 'I don't see colour' - not making reasonable adjustments.
- > Media.
- > Promotion of division.
- > Lack of challenge.
- > Disparity in decision making.
- > Legislation and frameworks in place that facilitate oppression.

'You carry that stigma through generations. Shame gets shared in families and communities.'

'Injury includes learning not to say anything.'