



Facilitation Guide

Movement Intersections

Intersectionality as a Model for Organizing

This facilitation guide aims to recognize the ways oppressive systems uniquely impact communities and individuals. Through collective sharing and discussion, relational understandings of the overlapping systems of oppression can be implemented into organizing and advocacy work. Together, we name the importance of building solidarity to transform society and collectively work towards liberation.

Materials Needed

- [Power Flower](#) (print)
- Poster paper
- Paper
- Crayons
- Colored pencils
- Markers
- Magazines
- Scissors
- Glue

Facilitation Steps

A. Introduction: Who are we? Who's all here? Goals for today [10 min]

B. Identity and experience [20 min]

1. Have participants grab a chair and make a large group circle.

2. Pass out markers and the [Power Flower](#) to all participants.
3. Explain that we will be using the Power Flower activity to reflect on and discuss our intersecting identities and how they impact our experiences in society. The flower has 16 petals, each representing one category of our social identities (see the center circle for categories included). The outermost petals represent the more privileged or powerful identities in society today – we will be working together to identify these categories. The middle row of petals represent each of us individually – we will be working individually to fill in these categories with our identities. The idea is that we are able to visualize how close, or how distant, we are to the privileged identities in society today, and identify where our strengths are as a collective, working in solidarity.
4. Work together as a large group to fill in the outermost petals with what are considered the most privileged or powerful identities; for example, for race, write “white”, or for language, write “English”.
5. Instruct participants to work individually to fill in their identities in the middle row of the petals. As they fill in their identities, encourage them to note petals that match the privileged identities written along the outer petals. Allow ~4 minutes.
6. Open the space for further reflection and discussion:
 - a. What identities do you feel affect the way you are perceived in society the most?
 - b. Are there identities listed that you don’t think of in your day-to-day life? Why do you think that is?
 - c. How might our actions be perceived differently if we are members of a privileged group versus if we are members of a historically marginalized group?
 - d. Are there identities that we can choose, or that can be changed or hidden?
 - e. How many matching petals do you have?
 - i. As we learn who here has less social privilege, and who has more, prompt participants to consider the following:
 1. How can you turn this knowledge to advantage as we work together, in solidarity?
 2. What does this reveal about possible tensions in our work towards justice and liberation?

C. Cross-movement solidarity: How is it all connected? [25 min]

1. Have participants stand up. They will be doing a four corners exercise; this exercise is meant to get participants thinking about the intersections among different systems of oppression and their justice movements, in conjunction with participants’ own unique identities. Participants will understand the varying ways their identities shape the way they respond to oppression, and the importance of working in solidarity, across movements and identities.
2. Name each corner of the room a different social movement: 1) environmental justice; 2) racial justice; 3) health justice; 4) economic justice. Each of these social movements are working to end a specific form of systemic oppression.
3. Assign participants to each corner in pairs or small groups, noting the social movement associated with each corner as they are assigned.
4. Explain that each group will be engaging in discussion around their respective corner’s social movement, relying on their identities to name the ways they experience, understand, and

engage with the movement (i.e how race, class, or gender ties into their respective corner). Allow ~7 minutes for sharing and connecting.

5. Redirect the groups' attention back to the facilitator. Group the four existing corners into two combined groups of two (e.g group environmental justice with health justice, and racial justice with economic justice).
6. Instruct the two groups to discuss the ways their social movements intersect (e.g environmental burdens, like air pollution, deeply affect the health of those residing nearby, causing asthma or shortness of breath). Allow ~7 minutes for discussion.
7. Give participants a couple of minutes to summarize their discussions for the larger group. Going station by station, have the two existing groups name their corners' social justice movements and the ways they intersect, as well as the ways they, as individuals experience, understand, and engage with the movements. Once both groups have shared, facilitate the conversation for further discussion around intersections and solidarity:
 - a. Was it difficult or easy to identify intersecting impacts across the two social movements you discussed? Explain why.
 - b. What intersecting impacts feel important to name across all four corners?
 - c. How did it feel to name the ways you as an individual are affected by systems of oppression?
 - d. Why is it relevant to learn the ways these systems of oppression affect each of us?
 - e. What does it mean to amplify the voices of those affected by multiple systems of oppression?
 - f. What does solidarity mean to you?

D. Unity and liberation [15 min]

1. While gathered in a large group circle, encourage participants to explore one another's definitions of liberation [from oppressive systems] and how working in solidarity gets us there. Facilitate the conversation using guiding questions as needed:
 - a. What does liberation mean to you?
 - b. What does liberation look like to you?
 - c. What does liberation feel like to you?
 - d. Is what we are sharing representative of *collective* liberation?
 - e. What does solidarity have to do with collective liberation?

Solidarity - What Is Our [Common] Goal?

Social justice movements have various intersecting areas, and ultimately, impact one another deeply. Regardless of their specific goals and motivations, the common goal across *all* social justice movements is the pursuit of justice and liberation from oppressive systems.

Liberation has much to do with solidarity. As Maya Angelou says: "...no one of us can be free until everybody's free". One movement cannot reach justice, until every movement reaches justice. This is why working in solidarity, understanding the needs and experiences of those

impacted, is imperative to reaching collective liberation.

E. Political education: Zines [60+ min]

1. Pass out crayons, colored pencils, markers, magazines, scissors, glue, and paper to all participants.
2. Zines can be done a number of ways (digitally, mixed media, accordion style, etc.); today, we will be creating “traditional” booklet-style zines focused on movement intersections and solidarity. These zines are resources for us, by us, and serve as our own individualized tool for learning and organizing.

What is a Zine?

Zines are thoughts, feelings, interests, etc. that you write or draw and fold up into paper and then share with friends or strangers. They are considered to be political education tools used to share and establish strategies to connect and transform the world. [Political education makes us conscious of our oppression and connects us in struggle to collectively change the world]

When creating a zine, you are tapping into your emotions and identities and verbalizing the uneasiness, dreams, or motivations you have. Zines illustrate communities feeling, shouting, and unpacking in an effort to mobilize solidarity across oppressive systems.

3. Reference the blank sheet of paper passed out, and instruct participants to:
 - i. Fold the paper in half, hot-dog style.
 - ii. Then (while still folded in half hot-dog style) fold in half again, hamburger style.
 - iii. Fold in half once more, hamburger style.
 - iv. Open the paper (there should be eight rectangles separated by the fold-lines)
 - v. Layout each zine page by numbering the pages left to right; make sure that there are dedicated front cover and back cover pages in the first two or last two rectangles.
 - vi. Fold the paper in half (hamburger style) and cut the horizontal fold (across the center rectangles). Unfold and make sure the slit is through the middle.
 - vii. Fold the paper in half (hot-dog style) and push the ends together to pop open the slit.
 - viii. Fold everything flat together and ready!
- b. Reference this visual [zine example](#) if needed.
4. With our zines folded up and ready for content, encourage participants to reflect on previous activities/discussions around their identities, the oppressive systems that impact us, the

modes of advocacy that exist within social justice movements, and what solidarity means across it all.

5. Instruct participants to illustrate and detail priorities, motivations, organizing strategies, feelings, hopes, etc. for 3-4 social justice movements. Allow ~40 minutes for thinking, designing, and collaborating.
6. Once participants have added their content and design, instruct them to use the remaining page(s) as their reflection + connection space. This can include reflections, drawings, statements, webs, colors, magazine clippings, etc. that depict the intersections they see across their selected social justice movements within their zines. These pages should ultimately illustrate their understanding of cross-movement solidarity.
7. Provide the space and time for participants to share their zines with the larger group, discuss similar thoughts or feelings, and stand in solidarity with one another.

F. Reflections & Closing [10 min]

1. Wrap-up; what did participants learn? What will they be sharing with community members? What remains unanswered?
2. Thank participants for their time and participation; we hope that they learned something new and are energized to continue conversations like today's.