



Module 1: What are 'intersectionality' and the 'Age, Gender and Diversity' approach?

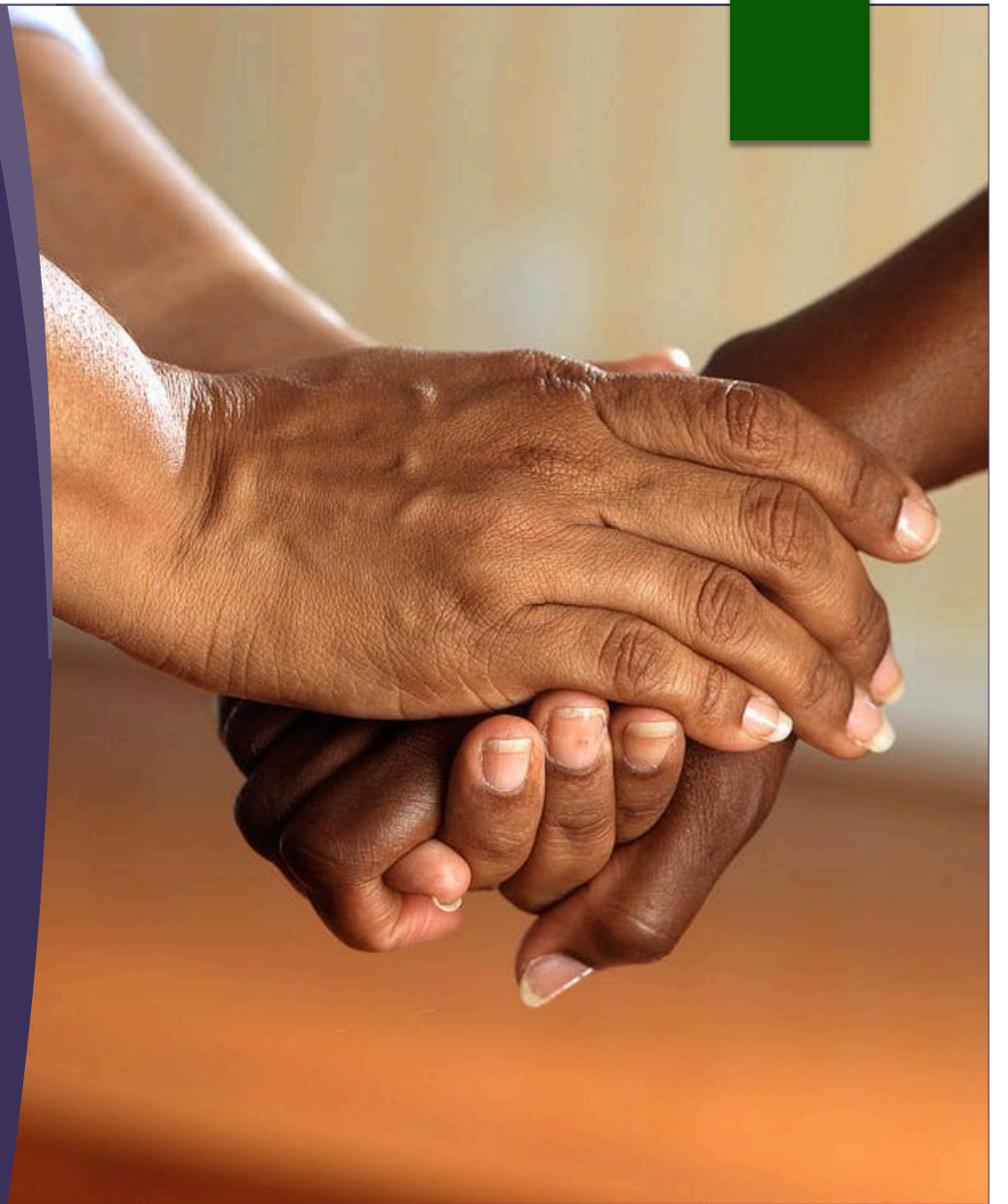


Welcome and introductions

Confidentiality

Confidentiality is important because it helps to build trust and create a safe space for open discussion.

It is the commitment that no personal opinions or stories shared during this training will be discussed outside of this training.



Part 1: Introduction to an age, gender and diversity and intersectionality approach [UNHCR and UNSW]



What is 'intersectionality'?

Intersectionality refers to the ways in which the different aspects of a person's identity, what we will call layers, affect the way they are viewed by others and thus affects their life.

Originally it was used to describe the impact of multiple oppressions experienced by black women in the US.

It recognises that forms of oppression such as racism and sexism do not operate independently but intersect, compounding the impacts of each.

Intersectional strengths and vulnerabilities

Intersectionality recognises that intersecting and overlapping identities can be both oppressive and empowering.

Intersectionality creates both strengths and vulnerabilities in individuals.

Some of our identities help us to be resilient and productive members of our communities, but others lead to discrimination, marginalisation and oppression.



Example 1: The many layers of a refugee girl with a disability



Example 2:

The many layers of an elderly stateless refugee

Exercise: identifying intersectionality

Write a list of all of the identity labels that apply to yourself. Only include those you are happy to share with others.

For example: age, gender, sexuality, cultural/racial heritage, profession, family status, health status, religion, citizenship, disabilities, talents and interests

In pairs, share your list and discuss which of your identities provides strength and which is a vulnerability.

Q1: Are some of your identity labels a source of both strength and vulnerability?

Q2: What are some examples of how your identity labels combine to increase your resilience or your vulnerability?

Q3: Have some of your labels led to discrimination? Which ones?

What is 'AGD'?

The Age, Gender and Diversity approach, or 'AGD approach' as it is usually called, is the cornerstone of UNHCR AGD Policy.

It recognises that like the rest of the world, people who are refugees, forcibly displaced and/or stateless, are very diverse.

They include people of all ages, genders, nationalities, religions, disability status, sexual orientation and gender identities, as well as national, ethnic, religious, linguistic minorities and indigenous peoples.

AGD Policy

The AGD Policy is designed to ensure that all diverse groups are treated equally. It commits to:

Inclusive programming to ensure that no one is left out

Providing opportunities for all refugees, forcibly displaced and stateless people to participate in decision making about their own lives

Providing women and girls equal access to documentation, and control over food and relief items and cash

Providing equal access to economic opportunities, work, education and health services.

Providing comprehensive prevention, response and risk mitigation services to address gender-based violence, including sexual violence.



Review activity

In pairs, write a definition of intersectionality and AGD policy in your own words and then share them with the large group.