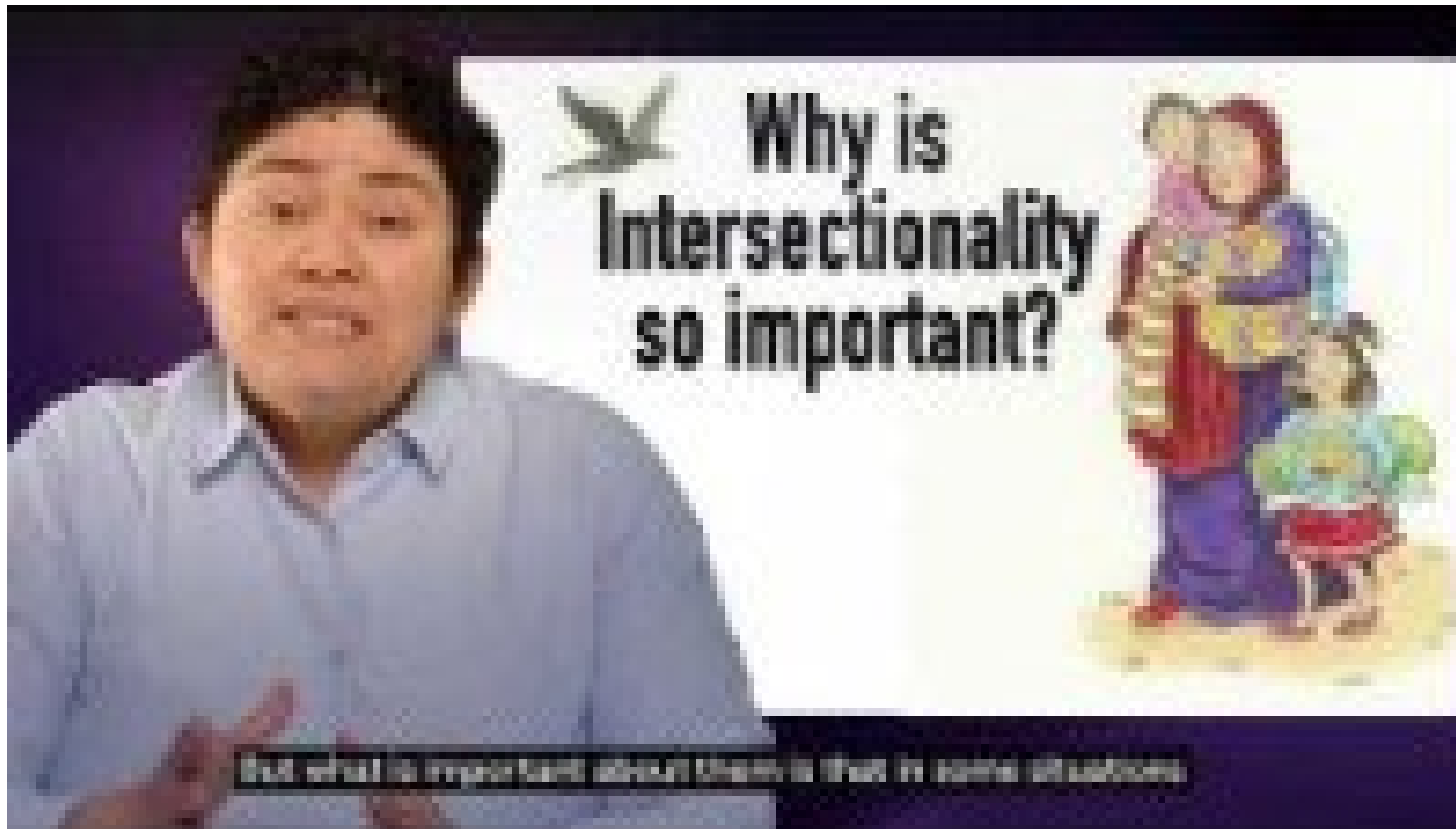**Module 2: 'Intersectionality' and 'Age, Gender and Diversity': Why do they matter?**

Part 2: How intersectionality and the age, gender and diversity approach relate [UNHCR and UNSW]

How do intersectionality and AGD relate to one another?

Understanding intersectionality helps us to apply the AGD policy in a meaningful way.

It ensures that we are not only seeing the various aspects of a refugee's identity, but the way they work together to create unique challenges and strengths.

Intersectionality as a 'road map'

# Exercise: intersectionality as a road map

Think

- Think of a particularly vulnerable refugee or forcibly displaced individual you have worked with.

Create

- Create a 'road map' analysis of the multiple discriminations they may be experiencing, which compound to contribute to their vulnerability.

Consider

- In your analysis consider: gender, race, ethnicity, religion, age, ability, socioeconomic status, legal status, and LGBTQI+ identity.
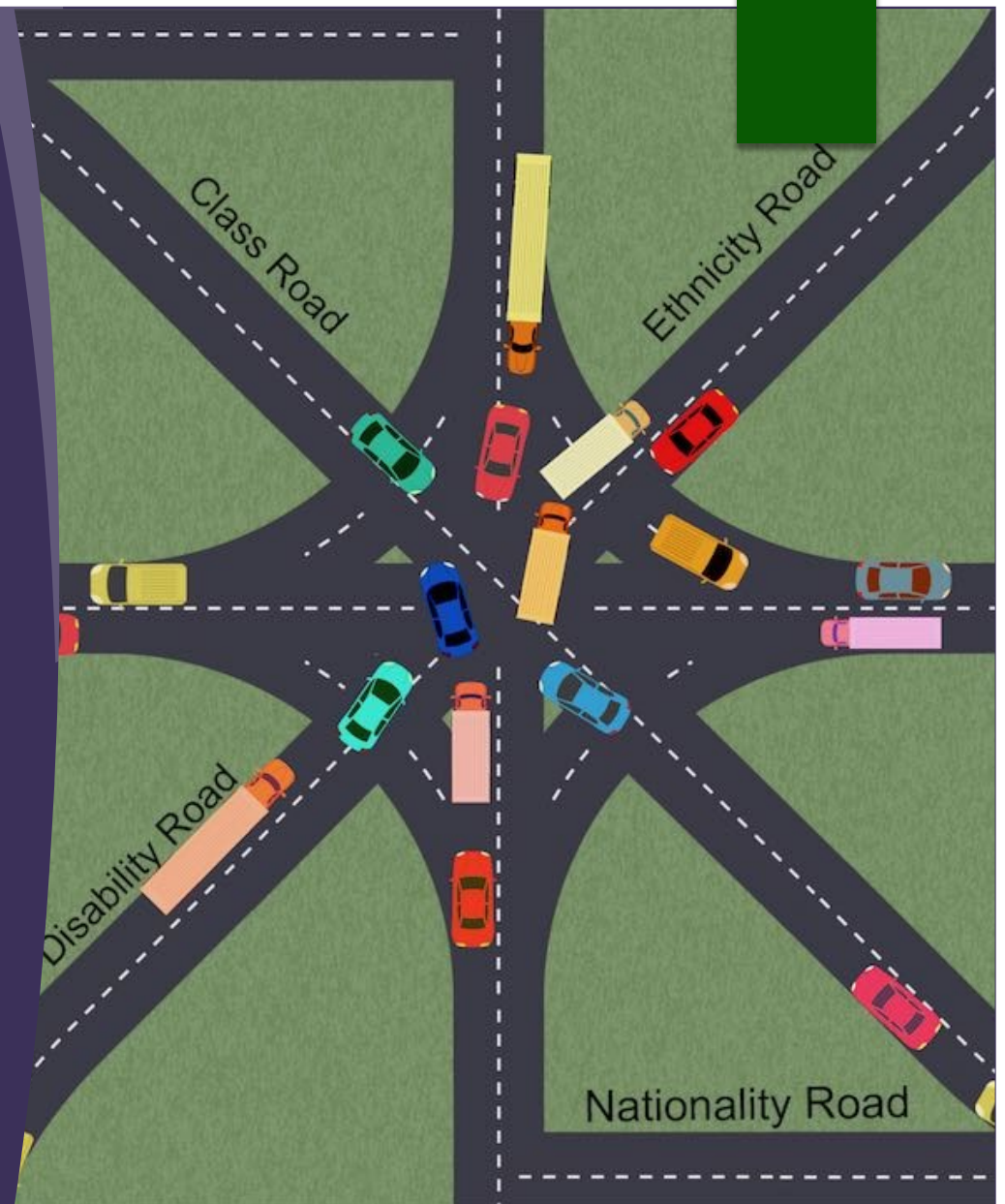
Part 3: Intersectionality and the power of identity layers and labels [UNHCR and UNSW]

Celebrating our layers

Layers are a positive aspect of our identities.

We all have many layers, they make us the interesting and diverse people we are.

Most people do not see all of our layers.

Their perception of us is formed by just what they see, and how they feel about that layer.
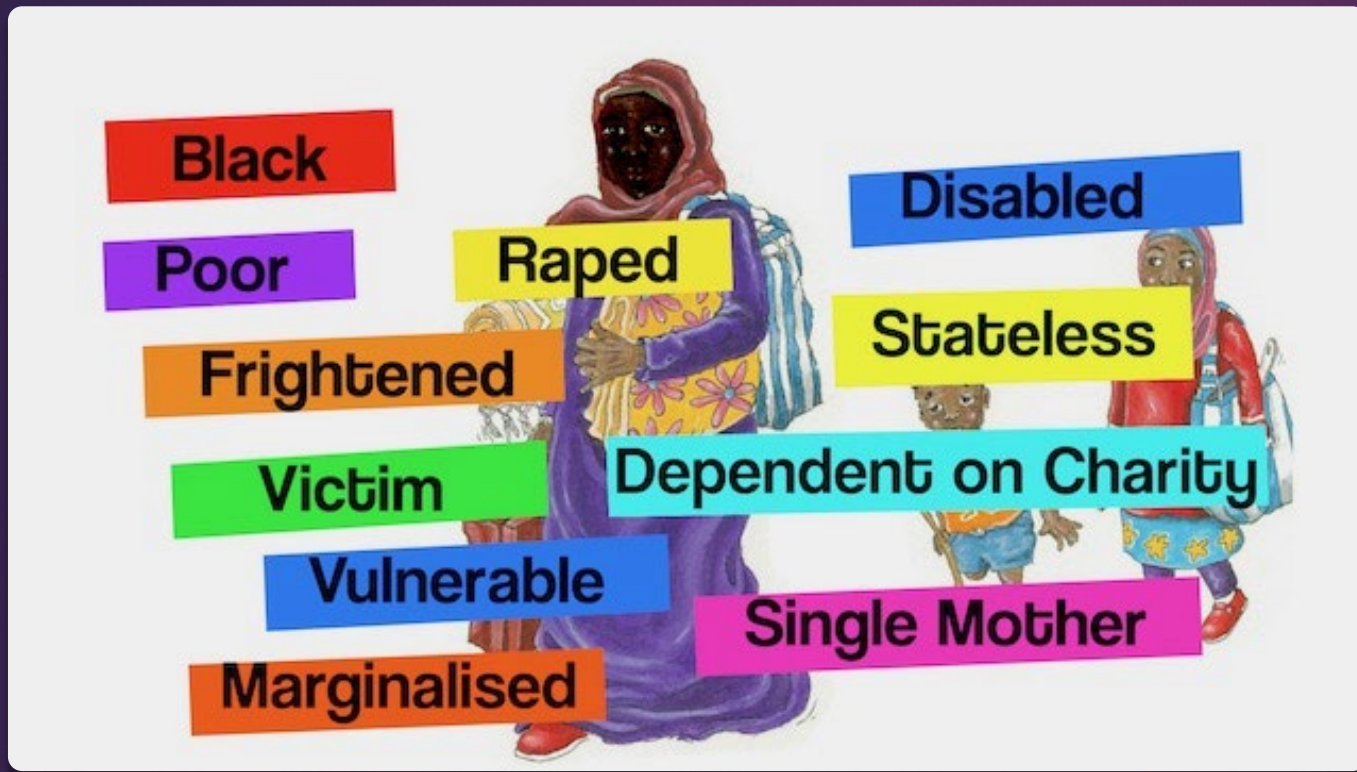
Problems can occur when some of the layers are turned into negative labels which people put onto us.

Refugee
Mother
Muslim
Teacher
Head of Family
Musician
Community Leader

This woman could have all of these layers. We must respect each one of them.

The power of identity labels

The power of negative identity labels

The power of positive identity labels

Acknowledging all identity labels

Why does this matter?

Hopefully it is already obvious why this matters. To deliver a holistic service to someone, we need to understand and acknowledge all the layers of their identity.

A 'one-size fits all' approach to service provision does not work, because we are all different.

Interventions that do not consider age, gender and all the other identity layers that shape people cannot meet their diverse needs or utilise their unique strengths and talents. They may do more harm than good.

Exercise: identity labels

Think
Think of an individual from a refugee background that you have worked with. It could be a client, a colleague, or even yourself.

Create
On the handouts provided, create 3 sets of identity labels: negative labels, positive labels, and all of the labels combined.

Share
Share your work in small groups (but do not identify the people they are based on). Reflect on how services might be tailored differently depending on which of the 3 sets of identity labels they are based upon.