



**National Ambulance
BME Forum**

The impact of intersectionality in race and diversity

Working to improve the
experience of Black and Minority
Ethnic Staff and communities

Jayne Phoenix and Pam Brown
October 2019



Your facilitators



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Pam Brown,
Head of Diversity and Inclusion
West Midlands Ambulance Service



Jayne Phoenix
Vice Chair, National Ambulance
BME Forum



Intersectionality



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Definition:

The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.



Kimberle Crenshaw



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- <https://www.youtube.com/watch?v=ViDtnfQ9FHc>



Kimberlé Crenshaw: What is Intersectionality?

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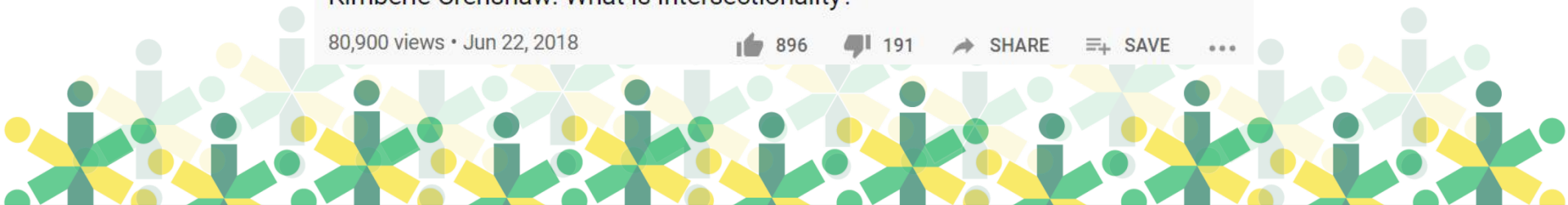
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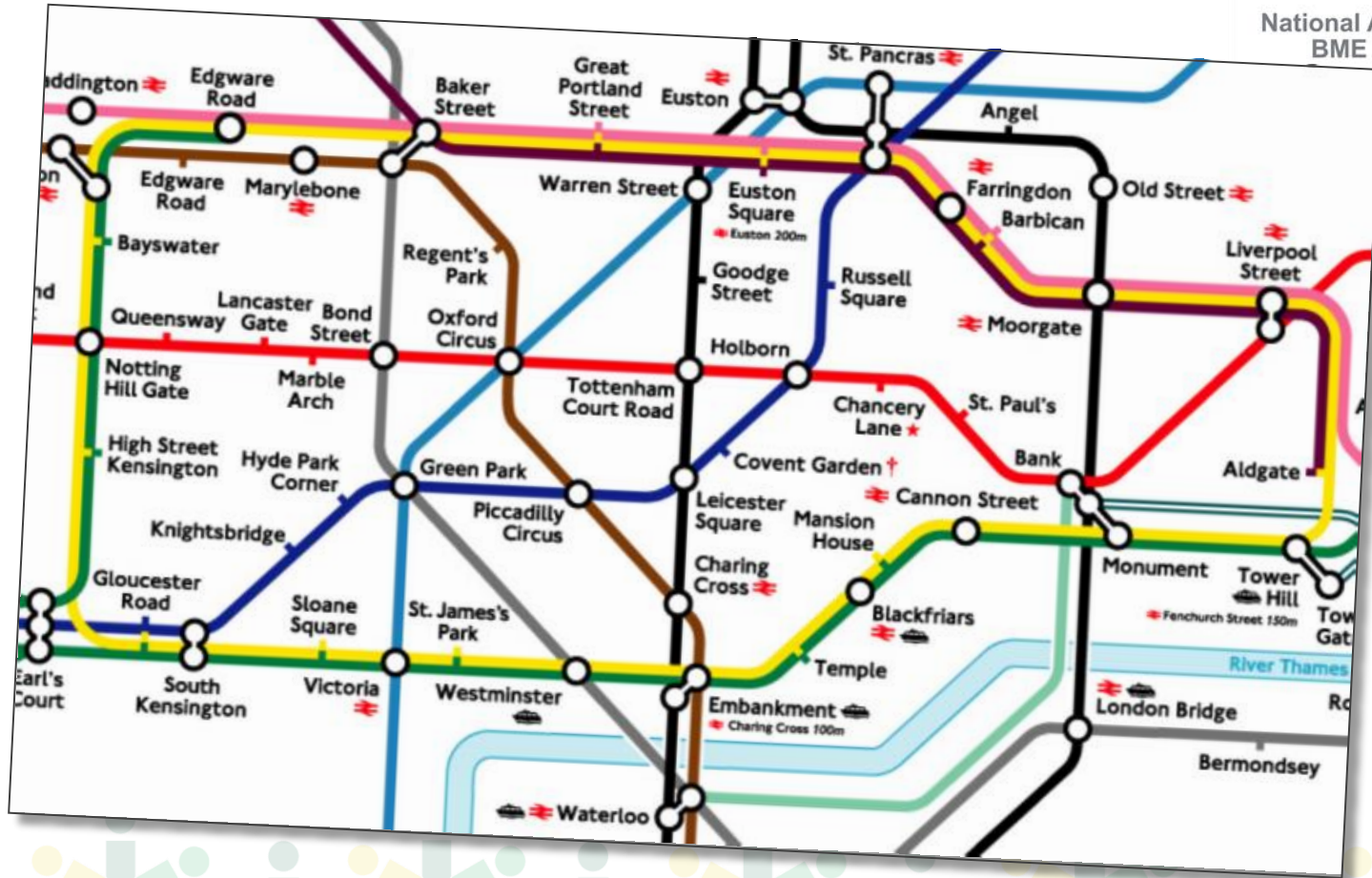
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Intersections?



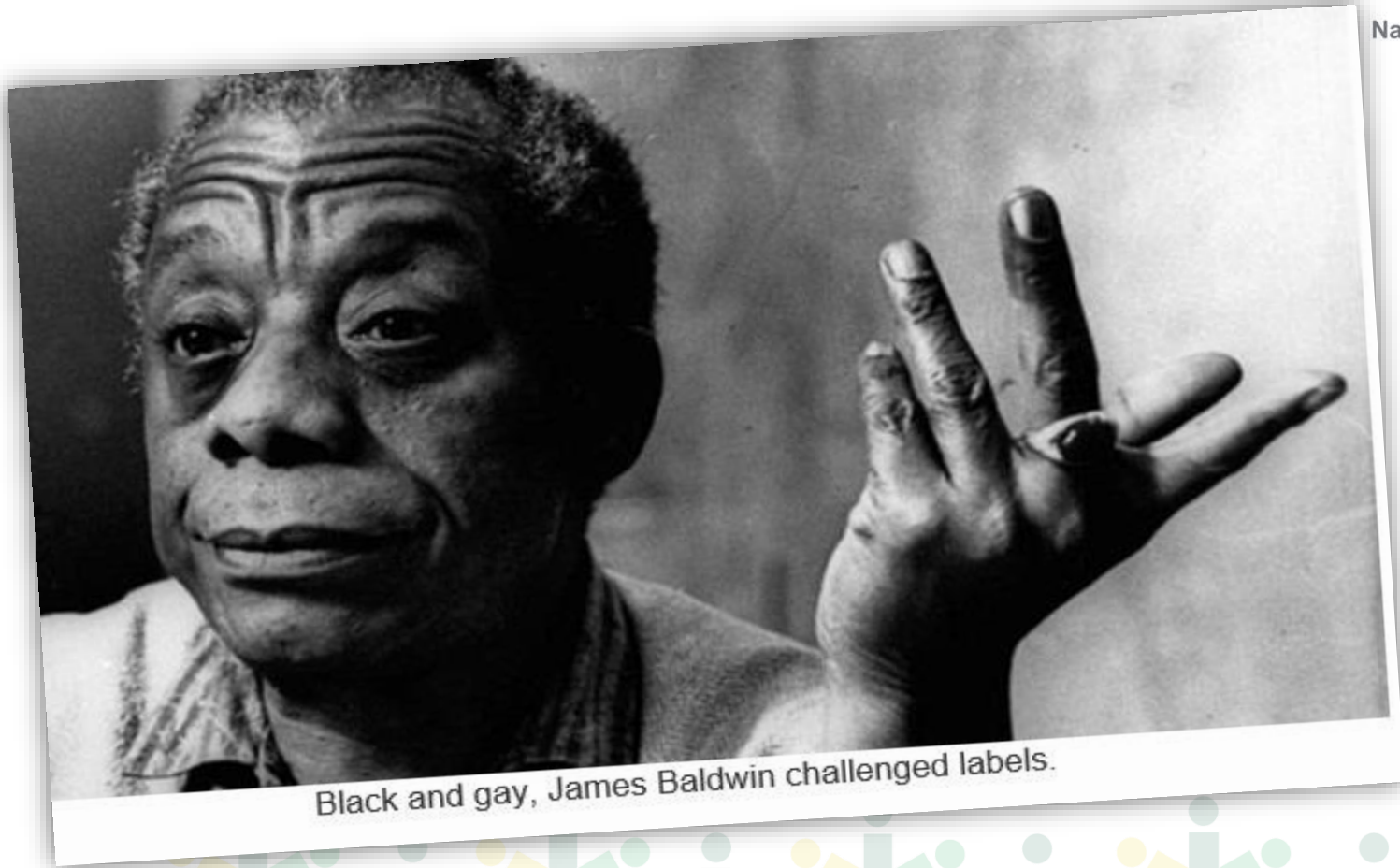
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James Baldwin



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Black and gay, James Baldwin challenged labels.



Quote



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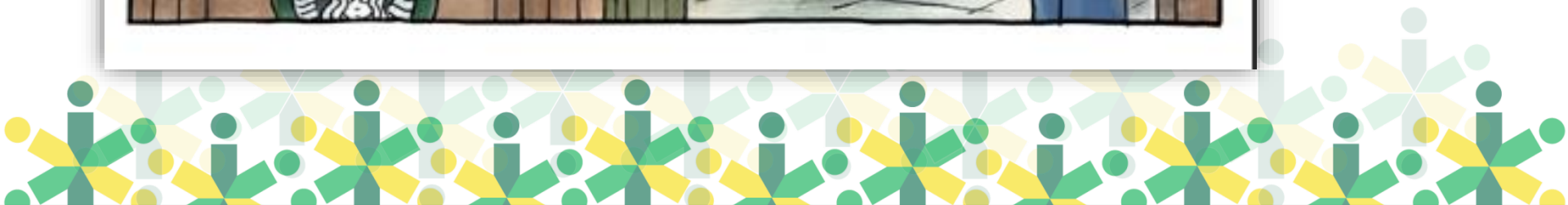
- * He was born in 1924 in Harlem and was an openly gay black author and activist. Having said that he would probably disapprove of the description as he despised arbitrary labels.
- * "If one's to live at all," he said in 1965, "one's certainly got to get rid of labels." But Baldwin wasn't so serious that he couldn't have a bit of fun with people over labels. In an interview he was once asked if whether being gay, black and born in poverty had had an impact on his career. He responded, "No. I thought I had hit the jackpot! It was so outrageous, you had to find a way to use it!"



Privilege



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Which solution or problem are you part of?



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"Are you part of the problem, part of the solution, part of the problem with the solution or part of the solution to the problem with the solution?"

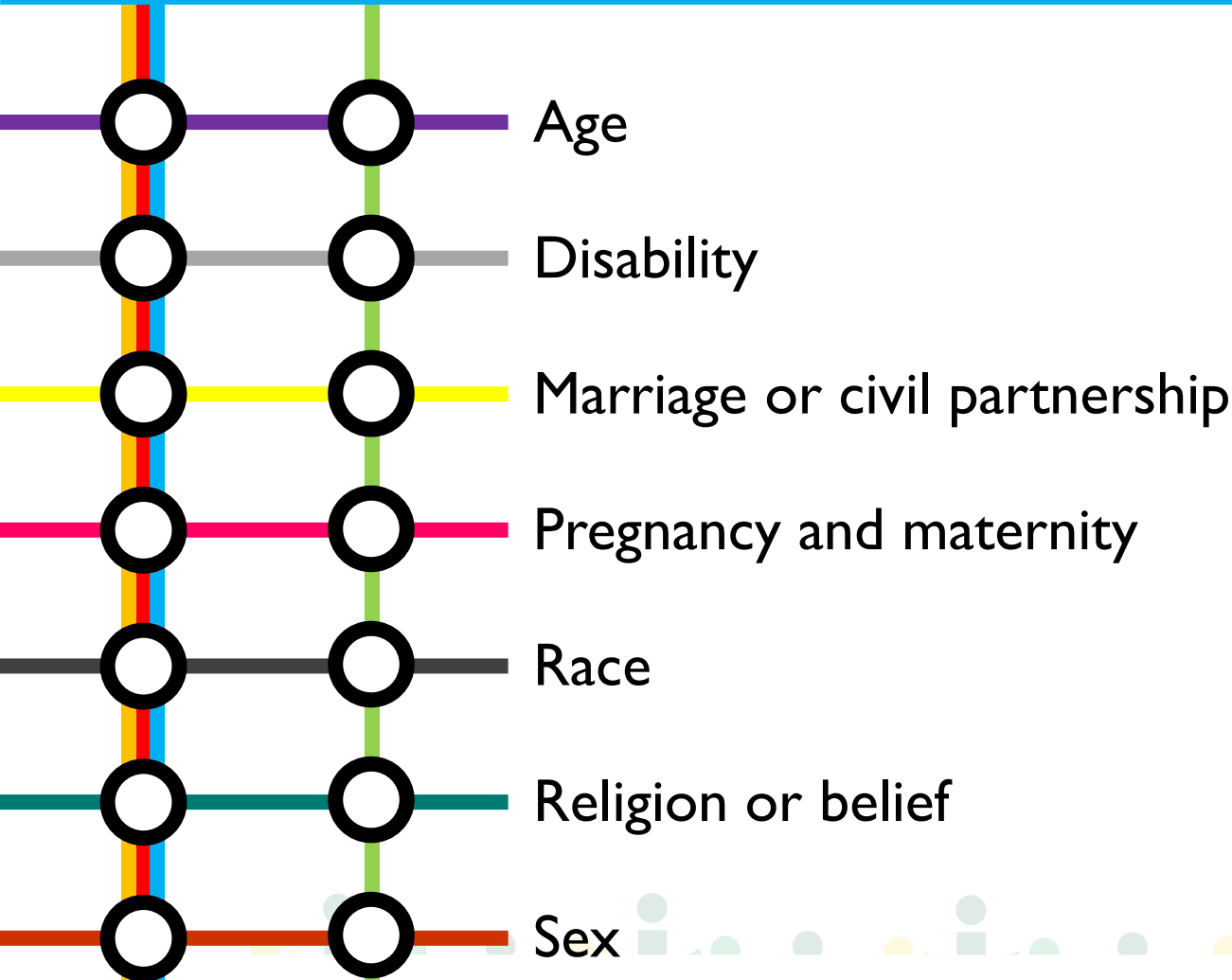


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Fourteen Intersections

Borrowed from the LGBT conference 2019



Activity:

Put the fourteen intersections into the order of complexity.

The most complex gets 14 points.

The least complex gets 1 point.

No half points or duplicate scores!