

Agenda

Grant Skills Day

Monday 24th September 2018

Venue: [Mary Ward House](#), 5-7 Tavistock Place, London, WC1H 9SN

Intersectionality:

'There is no such thing as a single issue because we do not live single-issue lives.' Audre Lourde

Why is this topic important to funders?

Kimberlé Crenshaw coined the term "intersectionality" in her 1989 black feminist critique as a way of describing how multiple experiences intersect to create a unique experience. Since then the concept of intersectionality has since taken root and the term serves as a reminder that 'all oppression is connected' [Stacyann Chin].

Funders who operate in the social justice arena work tirelessly to counterbalance the negative impacts that bias, discrimination and subordination can have on the disadvantaged and the excluded. In the main, however, donors tend to organise and manage their work through single-issue lenses. By doing this they are in danger of ignoring the intersections of identity and may be complicit in further marginalising the communities with whom they work.

It is important that funders appreciate the complexities of identities and think critically about the role that power and privilege may play in defining the lived realities of the people they employ, partner with and support.

What can funders expect to get out of the event?

During the day funders will be supported to engage and interrogate intersectionality as it applies to their own grantmaking. The day will begin with a master-class exploring the concept of intersectionality and its relevance to funders. Following this examination participants will then have an opportunity to delve into the practicalities of taking an intersectional approach into their organisations, through an interactive workshop. Participants can expect to:

- Gain a fuller understanding of the concept and its importance to the grantmaking practices.
- Think purposefully about how to incorporate an intersectional approach in their grantmaking.
- Identify specific goals and actions to focus on after the workshop.
- Build community and commonality with grantmaker colleagues who are interested in better understanding how and intersectional approach can be applied to their grantmaking.

As part of this, participants will be encouraged to:

- Examine their current practices and to think beyond existing silos
- Consider the dynamics and challenges for donors and their grantees
- Discuss practical applications in their work.

Ariadne is a peer-to-peer network and this event has been co-designed with the Global Philanthropy Project and with a planning committee of representatives from **C & A Foundation**, **Astrea Lesbian Foundation for Justice** and **Open Society Foundations**. All funders are welcome to register and attend.

Outline of the Day

9:30 – 10:15: Coffee and registration

10:15 – 10:30: Introduction

Julie Broome, Ariadne Director, will give an overview of the day and breakdown of the sessions

10:30 – 12:30: Masterclass with Emilia Roig

Dr Emilia Roig will introduce participants to the concept of intersectionality, focusing on both the personal and structural manifestations. As part of the masterclass Emilia will reflect on what foundations need to be thinking about as part of their grantmaking strategies in relation to the issues raised. Participants will also be encouraged to take the opportunity to think about how these concepts apply to them as individuals and how their social identities have been affected as a result.

12:30 – 13:45: Networking Lunch

13:45 – 14:00: Intersectionality Exercise

An interactive exercise exploring the identities people hold and people's experiences of discrimination. ***This exercise will be facilitated by Jenny Oppenheimer, UK Programme Manager, Ariadne***

14:00 – 15:30: Workshop: Aligning Policies and Practices.

This aim of this workshop is to allow participants to build on the concepts introduced earlier in the day and to kick-start the thinking on how these concepts can be applied to their daily work. Participants will work in groups and will consider how the missions and practices of their foundations affect the communities with whom they work. The intention is for participants to analyse the extent to which the experiences of what is happening in the field are reflected inside their foundations. By focusing on existing practices, the aim is to reveal possible leverage points that could be used to engage, develop or amplify an intersectional funding principle or framework in their organisations.

This workshop will be facilitated by Dr Awino Okech, Lecturer, Centre for Gender Studies, SOAS

15:30- 15:45: Coffee Break

15:45 – 16:45: Workshop: Appreciative Inquiry to Support Intersectionality in Grantmaking

This session aims to build on what came out of the previous workshop. Participants will design an ideal vision for intersectional funding and consider what competencies, allies, and resources would be required to reach that vision. Working in groups, participants will identify ways in which their institutions could move closer to that vision and to reflect on how, as individuals, they could help to advance that ideal.

This workshop will be facilitated by Dr Awino Okech, Lecturer, Centre for Gender Studies, SOAS

16:45 – 17:00: Coffee Break

17.00 – 17:30: Workshop: Intersectionality Goals

In this highly interactive session, participants will report back on the individual goal-setting that was developed in the previous session. Everyone will be encouraged to identify what they can do in their own institutions and to develop a personal action plan to take forward. As part of the reporting back process we will start to map areas of commonality and to think about how participants can support one another in making these changes.

This workshop will be facilitated by Dr Awino Okech, Lecturer, Centre for Gender Studies, SOAS

17:30 – 17:45: Wrap up and goodbye

Biographies:



Dr Emilia Roig is the Founder and Executive Director of the [Centre for Intersectional Justice](#), a Berlin-based organisation combatting intersecting forms of inequality and discrimination in Europe. Her doctoral dissertation analysed the processes of intersectional discrimination in the French and German labour markets for care and household services. Prior to founding the Centre for Intersectional Justice, she was Project Director at the [German Federation of Migrant Women’s Organisations](#). She is a faculty member of the [Social Justice Study Abroad Program of DePaul University of Chicago](#) and has taught graduate and post-graduate courses on Intersectionality Theory, Postcolonial Studies, Critical Race Theory and International and European Law. From 2007 to 2011, she worked extensively on Human Rights issues at the International Labour Organisation in Tanzania and Uganda, at the German Agency for International Cooperation in Cambodia, and at Amnesty International in Germany. She holds a PhD in political science from the Humboldt University of Berlin and SciencePo Lyon, a Master of Public Policy from the Hertie School of Governance in Berlin and an MBA from Lyon III University.



Dr. Awino Okech is a Lecturer in Gender Studies at the [School of African and Oriental Studies](#) and is Visiting Senior Research Fellow at King’s College London. Dr Okech’s teaching and research interests lie in the nexus between gender, sexuality and nation/state making projects as they occur in conflict and post-conflict societies. She has been involved in social justice transformation work in Eastern Africa, the Great Lakes region, and South Africa. She has supported the work of a number of international and inter-governmental organisations in these areas, most notably: acting as lead researcher for Niger and Burkina Faso in a UNECA commissioned study on “Causes and Consequences of conflict in the Sahel” in 2015, serving as the lead drafter for the African Union’s Operational Guidelines on Gender and Security Sector Reform in 2014 and supporting UNDP’s Somaliland Civilian Police Programme review their police reform work in Hargeisa in 2012.