



# At the Corner of Privilege and Oppression

Strategies for Advising  
Students at the Intersection  
of Multiple Identities

WITH

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# Introductions



## **Jino P. Ray**

Director of the Legal Scholars Program  
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# Introductions



## **Troy A. Riddle**

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# Ground Rules

- ✓ We are here to **CREATE SPACE**
  - We center the narratives of oppressed people and issue a call-to-action.
- ✓ We are here to **GROW TOGETHER**
  - We don't have all the answers. We are simply facilitating a human exchange.
- ✓ We **THANK YOU**
  - For trusting us to lead you on this journey.



# NEWS FLASH

We each exist at the  
**INTERSECTION** of  
**MULTIPLE IDENTITIES**



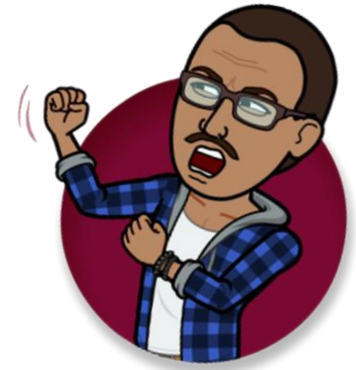
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# THE INTERSECTIONS OF Troy Riddle



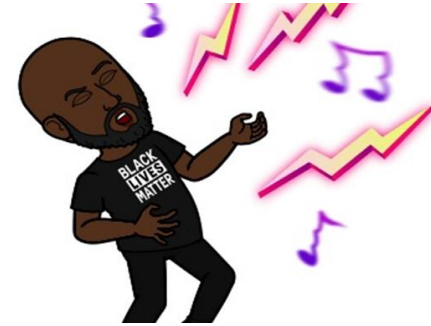
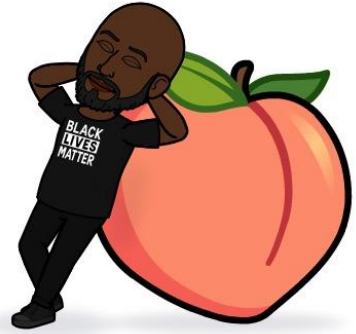
he / him



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# THE INTERSECTIONS OF Jino P. Ray



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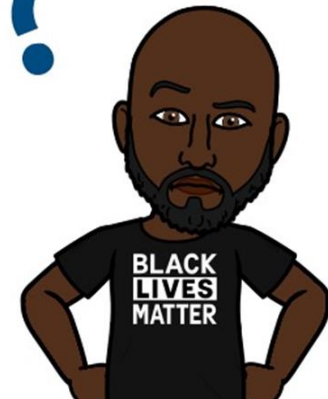
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# What is Intersectionality?

## From The Textbook:

*Describes overlapping or intersecting social identities and related systems of oppression, domination, or discrimination.*

**Kimberlé Williams Crenshaw**, *Feminist Scholar, Critical Race Theorist, Civil Rights Advocate*

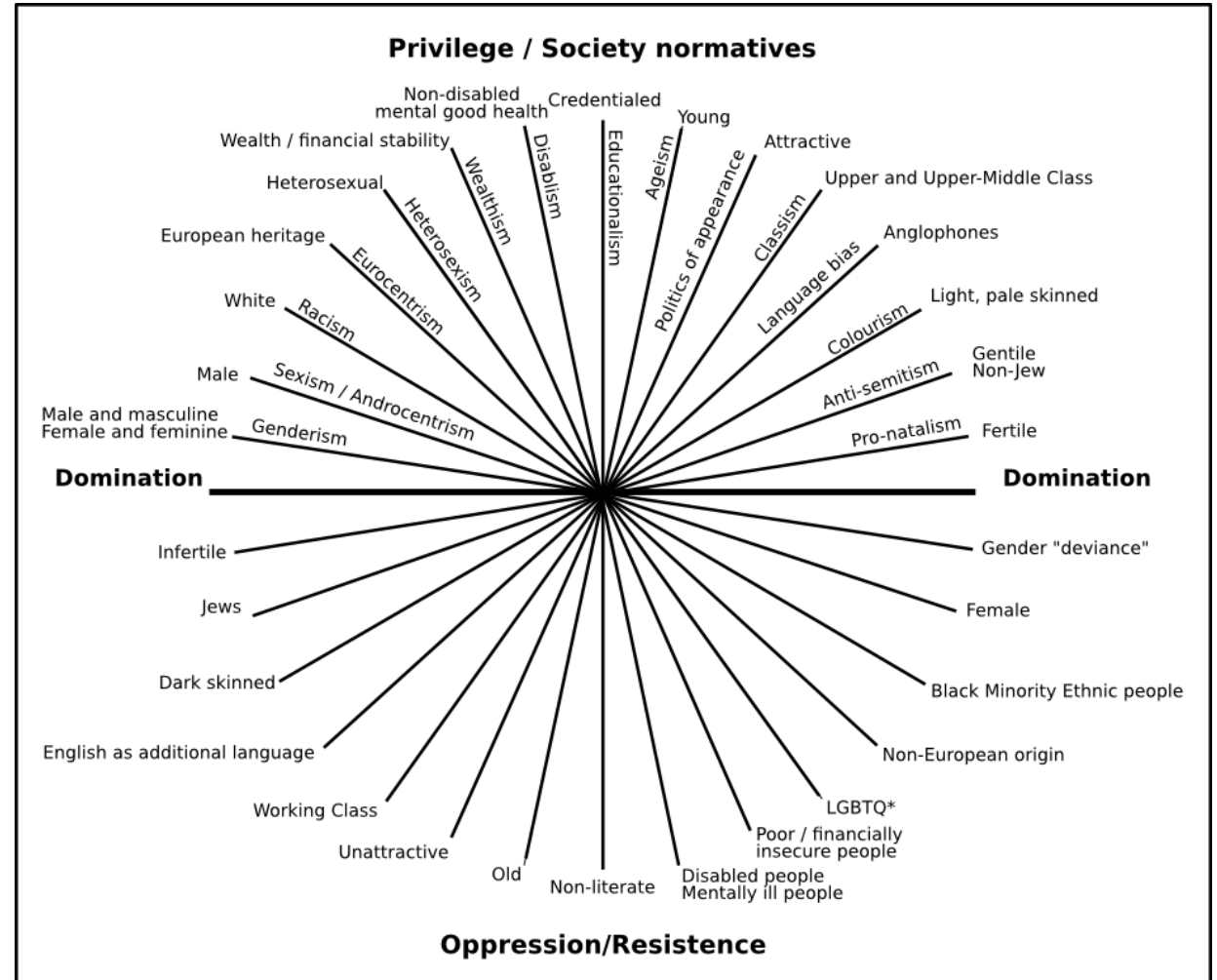




# PRIVILEGE

## A Quick Primer

### AXES OF PRIVILEGE



# PRIVILEGE

IT'S ALL ABOUT  
HOW YOU USE IT

POSSESSION  
VS.  
USE



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# Intersectionality in Action

Let's see how it all works together.

## THE STORY OF BOB

### INTERSECTIONALITY a fun guide



this is Bob.

Bob is a stripey blue triangle!

AND SHOULD BE PROUD.



SADLY SOME PEOPLE DO NOT LIKE Bob. Bob FACES OPPRESSION FOR BEING A TRIANGLE, & FOR HAVING STRIPES.



LUCKILY, THERE ARE LIBERATION GROUPS! BUT THEY AREN'T INTERSECTIONAL.

SO THEY LOOK LIKE THIS



THEY DON'T TALK TO EACH OTHER. IN FACT, THEY COMPETE.

BOB CAN'T WORK OUT WHERE TO GO.



AM I MORE STRIPE OR TRIANGLE?

I'M MORE OPPRESSED!

NO, I AM! I DESERVE MORE!

BOB WISHES THAT THE TRIANGLES AND STRIPES COULD WORK TOGETHER.

OPPRESSION OF ONE REFLECTS US ALL!

NO LIBERATION WITHOUT EQUAL REPRESENTATION!

INTERSECTIONALITY IS THE BELIEF THAT OPPRESSIONS ARE INTERLINKED AND CANNOT BE SOLVED ALONE.

OPPRESSIONS ARE NOT ISOLATED.  
INTERSECTIONALITY NOW!



# Identity Under FIRE

What might all this mean in the context of student advising?

## Rise Of The Advocate

We will likely see a rise in students interested in pursuing a career in law in order to defend “identity.”



*Protesters move through the streets in the Bronx for the BREATHE march, Sept. 12, 2020 (Photo by Mike Logsdon/RMV/Shutterstock)*



# How Do We Respond?

Move **BEYOND ALLYSHIP** to more meaningful expressions of support and **DIRECT ACTIONS** that are intended to fully **DISMANTLE** all oppressive systems.

ALLY

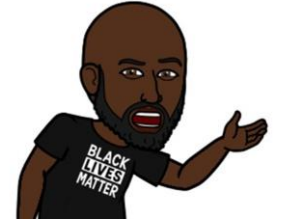
ADVOCATE

ACTIVIST

ABOLITIONIST



ARE YOU FOR  
**REAL?**



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# LET'S MAKE "YOU SOUP"

YOUSOUP Recipe *by its pronounced METROsexual.com*



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# Ingredients:

## base & broth

- race
- ethnicity
- gender
- sexuality
- disability status



## early additions

- socioeconomic status
- geographic location
- education
- family structure



## optional

- hobbies & passions
- religion & faith
- career
- political beliefs



## secret ingredients

- personal experiences
- changes to other ingredients
- hidden identities
- misperception of ingredients



# Procedure:

Combine base ingredients to create broth and bring to a boil. Add early additions and simmer over low heat for 18 - 25 years, adding optional and secret ingredients to taste. Makes one You.

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# Q&A

# Thank You!



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