

## Intersectionality and Peer Support

### Chacku Mathai

#### Exercises:

1. Watch the video on intersectionality with Kimberle Crenshaw  
[https://www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality?language=en](https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?language=en)
2. Complete one of the Social Matrix Worksheets below (see instructions for the worksheets) developed by Jodie Kliman, Ph.D.
  - a. Review the social matrix (one of the worksheets includes 33 axes, each representing a domain of social identity or group membership; the other worksheet is a simplified version with fewer axes). Some axes cluster into meta-domains, e.g. your own education or income level along with your parents'.
  - b. These axes are overlaid with 7 circles representing degrees of centrality (privilege) or proximity to the margins (marginalization).
  - c. The intersection of each axis by the circles presents a 7-point Likert scale of relative privilege, with decreasing privilege towards the margins.
  - d. The center circle has the greatest power; outer circle reflects experiences of oppression.
  - e. Place a dot on the axis related to each identity based on your own assessment of your privilege in this category. If it helps to identify a time and place for your assessment, please use your current workplace experience at Afiya. This will not be shared with anyone.
  - f. After placing the dots, you can connect the dots and shade in the completed polygon graph for a visual depiction of your overall relative experience with power and oppression in the context of these social identities.
  - g. For multiple dots on the same axis, you can depict the change by connecting those dots, and then shading with a different shading technique or color.

*Kliman, J. (Winter, 2010). Intersections of social privilege and marginalization: A visual teaching tool. In Expanding our social justice practices: Advances in theory and training. [special issue.]. AFTA Monograph Series: A Publication of the American Family Therapy Academy, 6(39-48).*

*Kliman, J. (2005). Many differences, many voices: Toward social justice in family therapy. In M. Mirkin, K. Suyemoto, B. Okun (Eds). Psychotherapy with women: Exploring diverse contexts and identities (pp. 42-63). NY: Guilford Publications.*

Figure 1: Blank Template for the Social Matrix

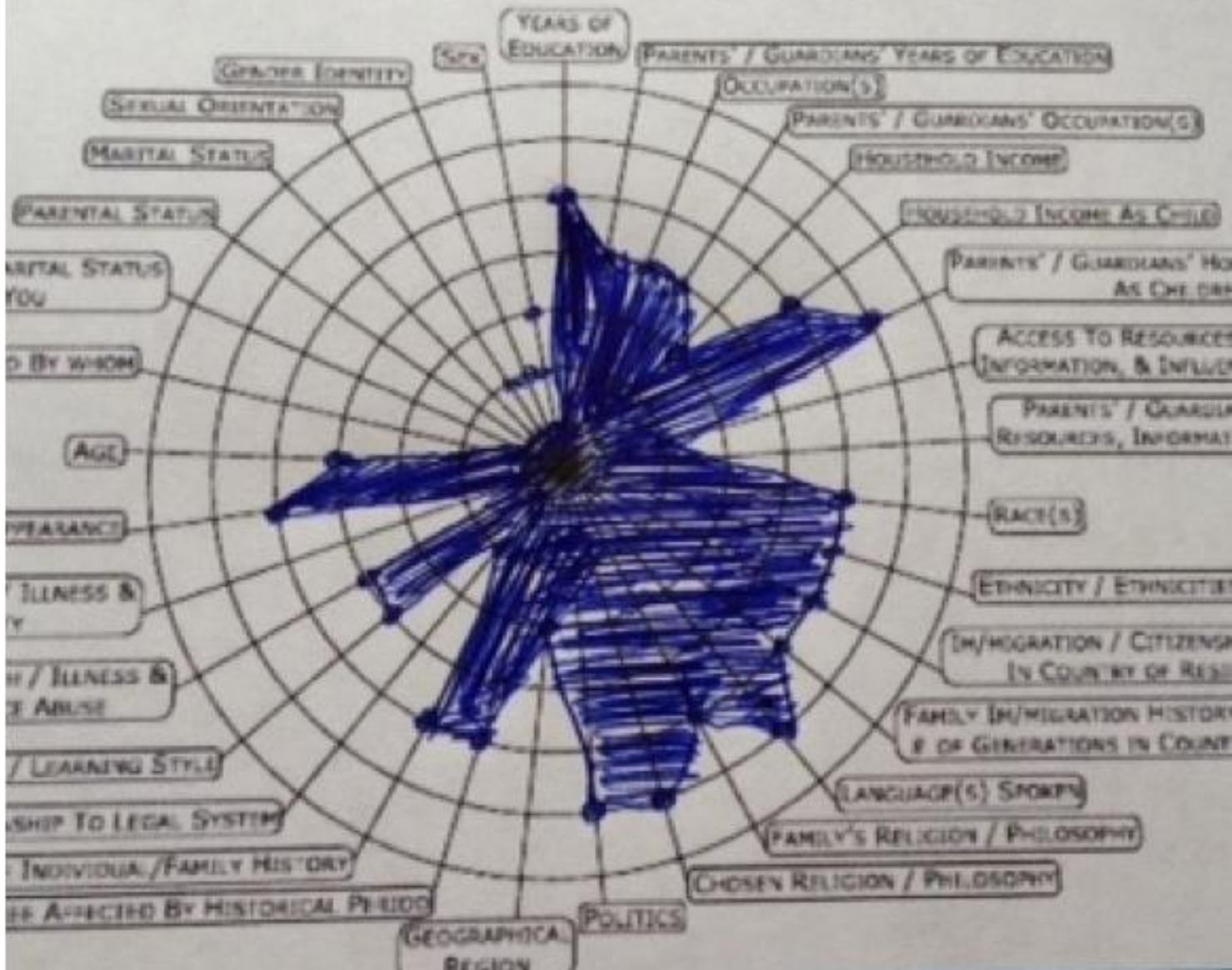
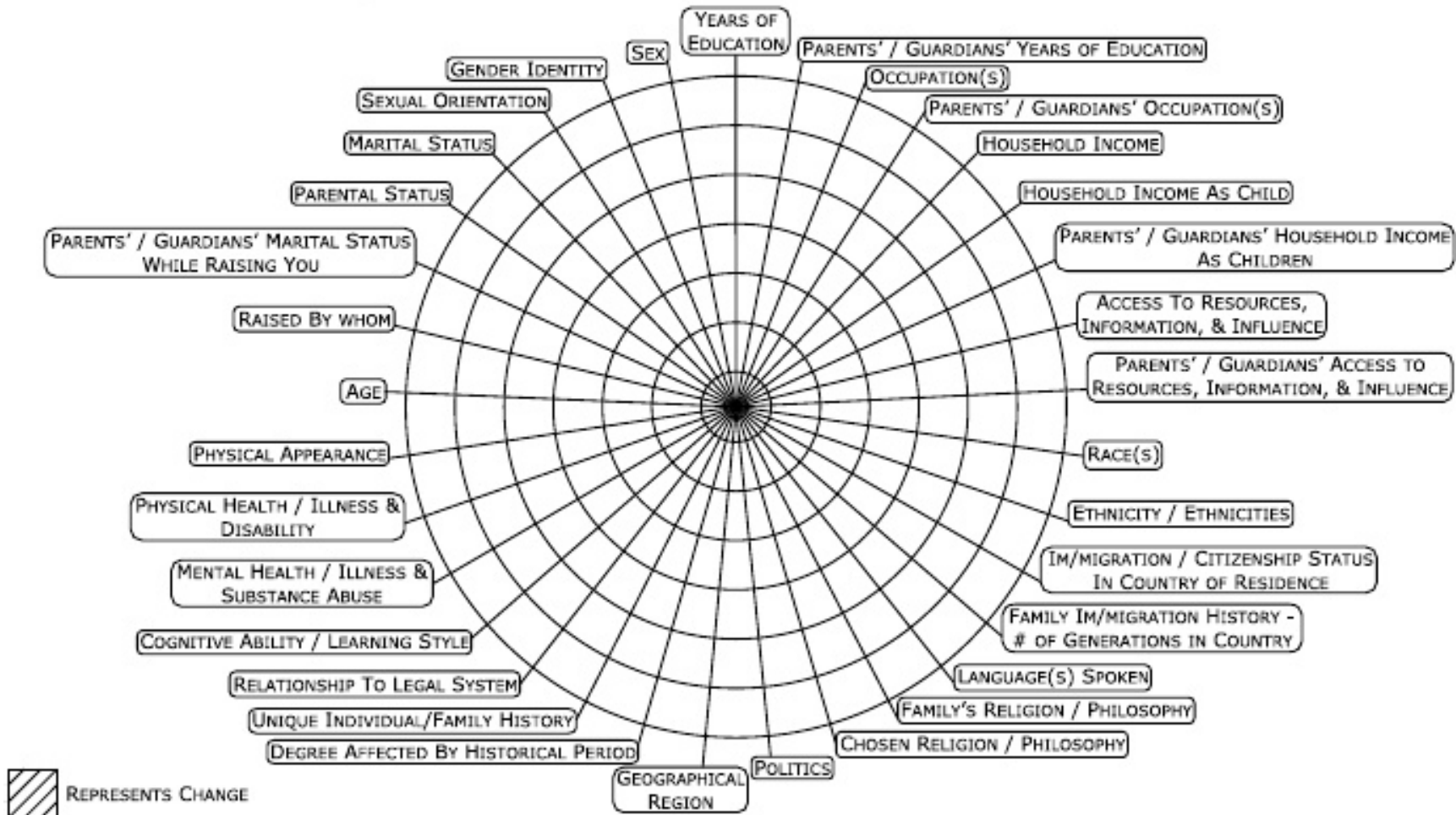


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