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Diversity and intersectionality

Rose Baker, NYMC Equalities Officer, writes about the importance of intersectionality in the fight for equality.

Equality is huge and broad. Last year I didn't do as much as Equalities Officer as I would like, because honestly, I was intimidated by it! I ran for the position because I care about equality but putting that into practice is a different story.

The equality panel at the young members' seminar was something I was very keen for. We are so fortunate to have a huge, active young members' network, with some bright, intelligent voices that would benefit the various equalities networks.

Intersectionality was a major topic of discussion during the equalities panel, and one that I found fascinating. PCS's last Pan-Equalities Seminar was open to anyone identifying as black*, disabled, LGBT+ or a woman, but according to an attendee, sessions for different characteristics took place simultaneously, meaning you had to choose one characteristic.

I'm not just a woman. I'm a member of the LGBT+ community. While my activism often leans more towards the LGBT+ community, I am still a woman, and I want to embrace all parts of my identity.

Similarly, I went a Fringe at TUC congress regarding sexual harassment towards women. There were some black women that attended that addressed the fact it is important for this issue to discussed by a diverse range of women, as a black woman's experience of sexual harassment will often be very different toa white woman's.

For me to be 'super into equalities', I need to try to look at it through an intersectional lens. Being LGBT+ can influence my perspectives as a woman, and vice versa. While it is important not to burn yourself out by signing up for too much, being a voice in multiple equality spaces can help to create a more diverse world.

*Please note, PCS uses the term 'Black' in the political context to apply to people who are Asian, Chinese, African, African/Caribbean Arabic etc ie people from

African and Asian Diaspora, including people of dual heritage.