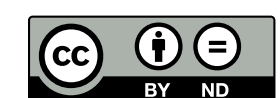
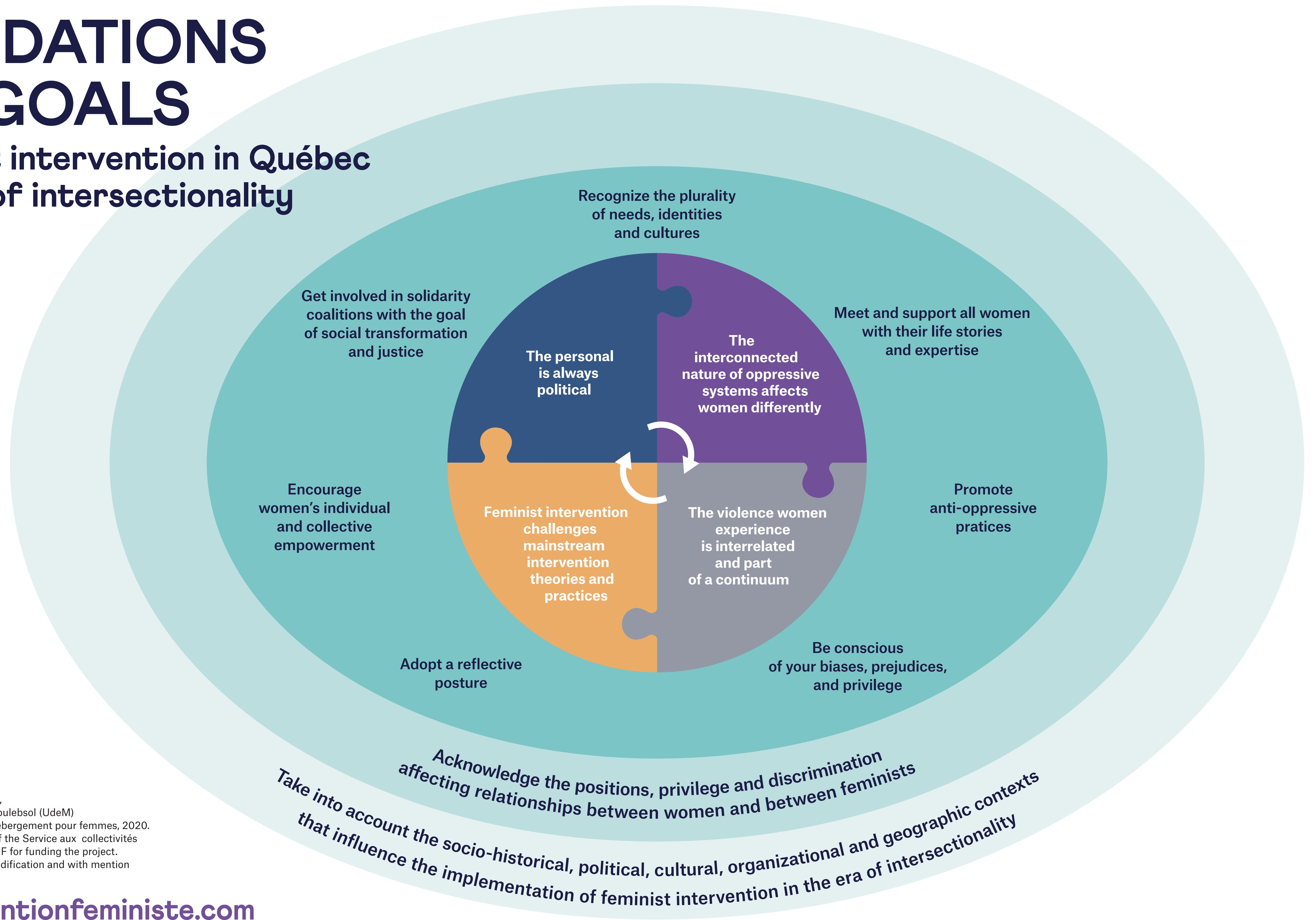
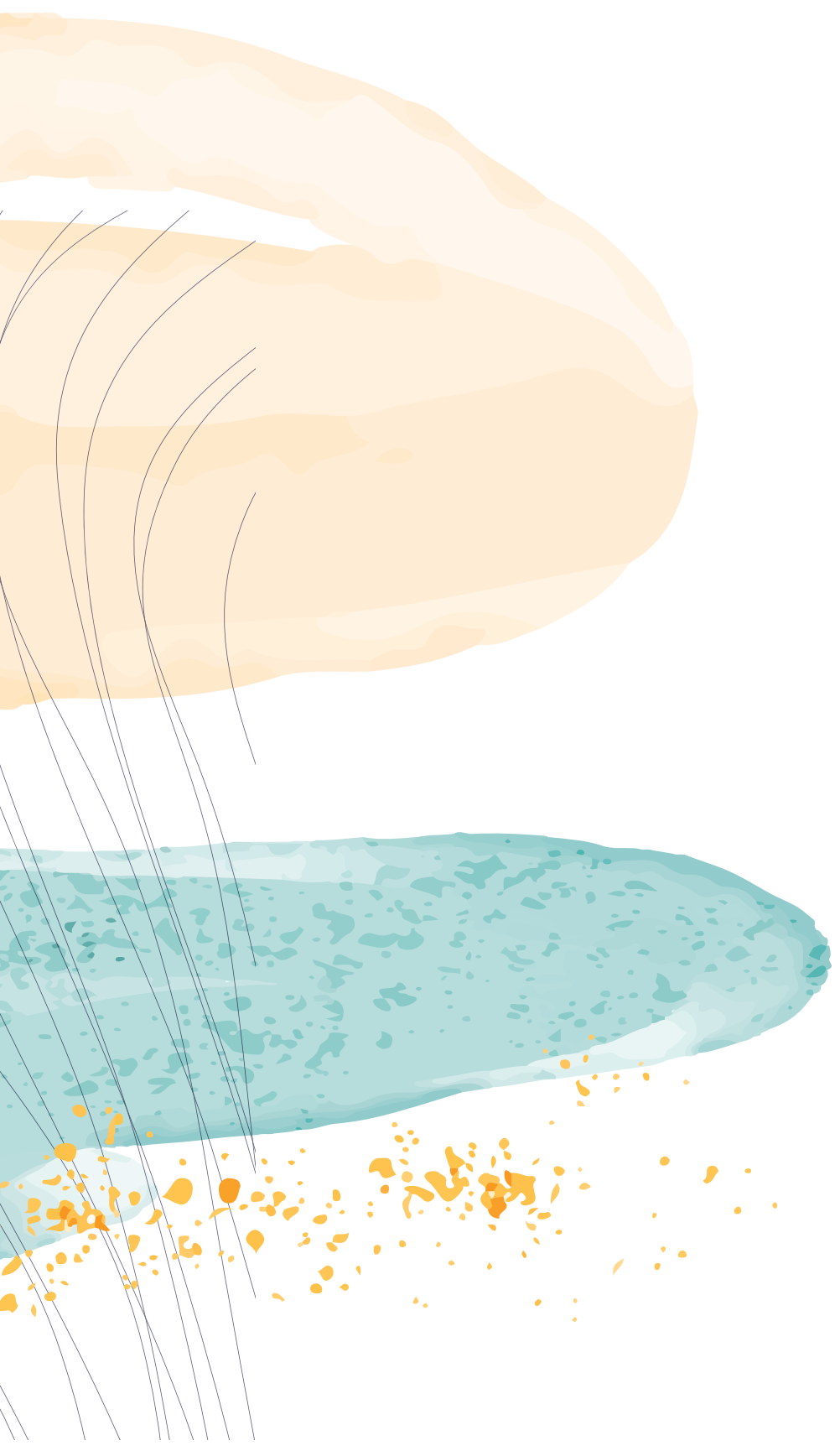


FOUNDATIONS AND GOALS

of feminist intervention in Québec in the era of intersectionality



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PRACTICAL APPLICATION

of feminist intervention in Québec in the era of intersectionality

Meet and support all women with their life stories and expertise

- Listen attentively and empathetically
- Believe them
- Consider the singularity of their life paths
- Respect their pace and choices
- Give women room to set their own goals
- Recognize plural needs, identities and cultures
- Note the resources they have or do not have at their disposal
- Recognize women's expertise and knowledge

Be conscious of your biases, prejudices and privileges

- Be aware of your social position, the privileges you enjoy and their effects :
 - on your relationships with women
 - on relationships among workers
 - on the ability of minority women to speak out and make decisions
- Do not ignore or trivialize discriminatory comments or behaviour
- Deconstruct your own prejudices and those of your colleagues
- Do not prioritize oppressions
- Deconstruct discriminatory messages and recognize their negative impact on women's lives and on their communities
- Adopt an active reciprocal learning posture
- Do not stigmatize women because of their culture, beliefs or habits

Encourage women's individual and collective empowerment

- Equip women in their dealings with public institutions and services
- Break down women's internalized prejudices and myths
- Believe in their potential and appreciate their strengths
- Recognize women's survival, resistance and protection strategies
- Do not confine women to the status of victim
- Encourage them to develop social and political awareness
- Demonstrate the link between a woman's individual experience and women's collective history — encourage the transition from "I" to "we"
- Leave the role of rescuer and give women room to develop their own means to take action and move forward

Get involved in solidarity coalitions with the goal of social transformation and justice

- Encourage collective actions of solidarity, emphasizing inclusive organization and action
- Use your privilege to defend women's rights
- Break down women's isolation :
 - support mutual aid and solidarity networks
 - create support and discussion groups to collectivize women's individual experiences
 - maintain and develop safe women-only spaces for all women
- Get involved, individually and collectively, in solidarity coalitions to promote social transformation towards greater justice
- Strengthen alliances with women and support for advocacy

ORGANIZATIONAL STRUCTURES AND PRACTICES

underpinning feminist intervention in the era of intersectionality

ISSUES

Homogeneous nature of decision-making bodies and staff teams

(obstacles to representativeness of all women, adaptation and inclusiveness of practices)

Unequal power distribution

(e.g. knowledge, opportunity to exert influence, decision making)

Organizing activities and support within "office hours" only

Conditional admission policies and occasionally restrictive by-laws

Resources insufficient to meet all needs
(e.g. interpreter)

Systemic obstacles to hiring and job retention

Work overload results in lack of time to reflect on practices and receive training

SUGGESTED SOLUTIONS

Evaluate the representativeness of women in decision-making bodies

Review recruiting strategies for staff and Board

(e.g. means used, networks approached)

Value different types of experience in hiring staff and selecting Board members

Examine how information is shared within the group

Update the organization's missions, policies and principles to make them more inclusive

Question the merits and purpose of the organization's by-laws

(e.g. who do they benefit?)

Strengthen inclusion practices
(e.g. universal accessibility, child care)

Consider the most equitable and appropriate way to allocate resources

(e.g. develop inclusive practices, support committees of marginalized women)

Promote collective actions involving all women connected with the organization

Support activities carried out by and for women

Develop, support and give visibility to solidarity and struggles with other social groups working for justice and social transformation