

# INclusivity in the OUTdoors

## # 3 - Injustice of multiple inequalities

**#INclusivityOUTdoors**

- **Webinar 1 - Starting the conversation - Why EDI matters**
- **Webinar 2 - How does inequality work?**
- **Webinar 3 - Injustice of multiple inequalities**
- Webinar 4 - Finding Common Ground: Socio-Economic inequalities
- Webinar 5 - Becoming anti-racist
- Webinar 6 - Women in outdoor leadership
- Webinar 7 - Disability
- Webinar 8 - LGBTQ+
- Webinar 9 – Raising our game
- Webinar 10 – Making a change

## Project Partners

- The 10-webinar series is a collaboration between :
- Association of Heads of Outdoor Education Centres
- Institute for Outdoor Learning
- MOSAIC Outdoors
- The Outward Bound Trust
- University of Cumbria Outdoor Studies

## Supported by



## INclusivity in the OUTdoors

# # 3 - Injustice of multiple inequalities

An invitation to be positively  
uncomfortable and feel  
challenged to raise your game.

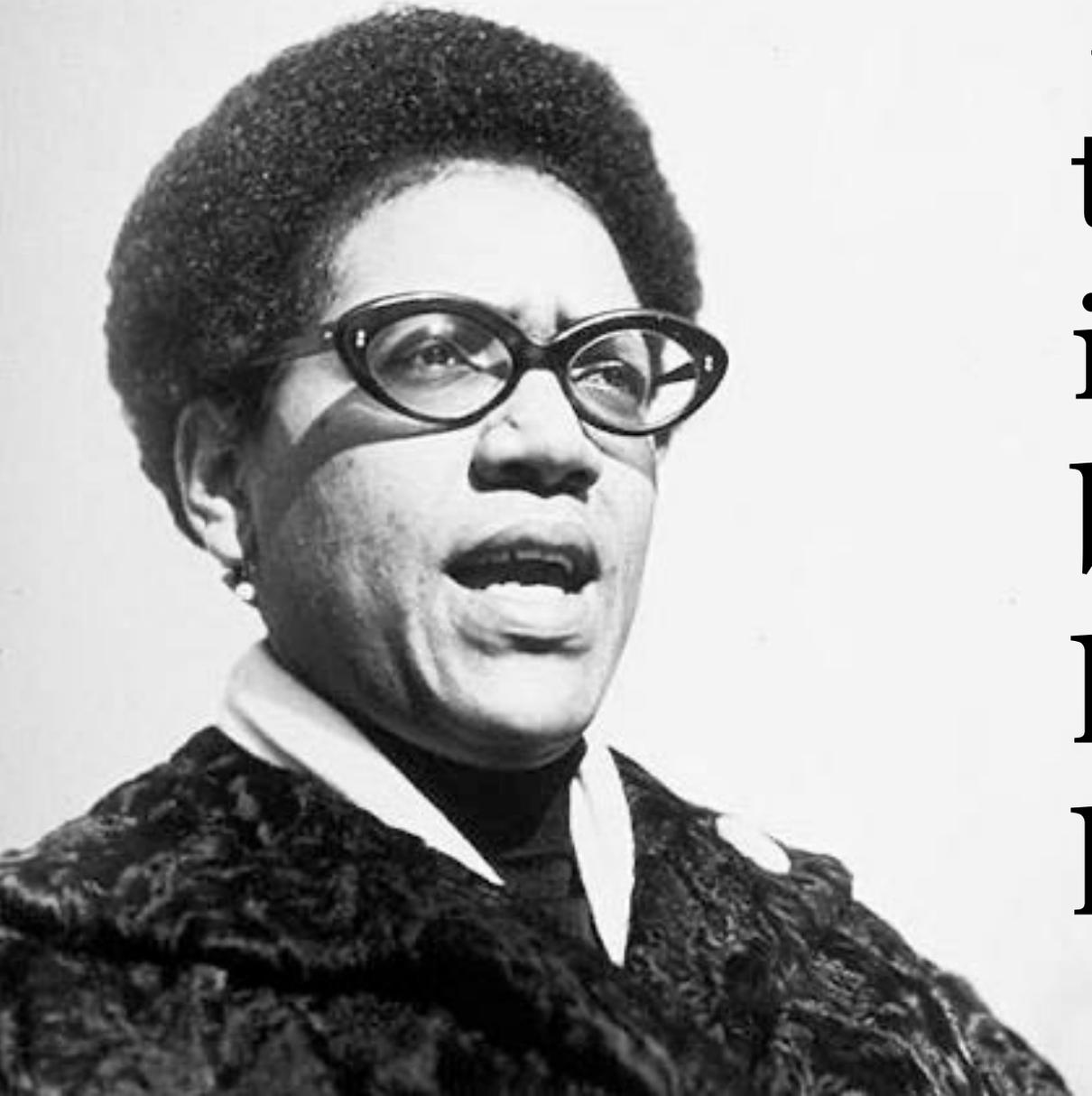
# Trigger warning

- ❖ **You may be challenged throughout this session as we talk about identity, race, gender, sexuality, class, etc.**
- ❖ Treat this as an open space - notice your own thoughts and feelings about privilege and oppression.
- ❖ It is up to you what you choose to share with others in the chat and breakout rooms.
- ❖ Respect others. Value diversity. Tread gently.

# Programme

- **Intersectionality 101**
  - Neal Anderson, IOL & UKCP Psychotherapist
- **Inequities of access to the great outdoors**
  - Dr Jamie Mcphie, University of Cumbria
- **Case study, intersectionality in action**
  - Dr Tracy Hayes , University of Cumbria
- **How could we talk about inequality?**
  - Katy Murray, Catalyst Collective

[www.catalyst-collective.com/sign-up](http://www.catalyst-collective.com/sign-up)



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

Audre

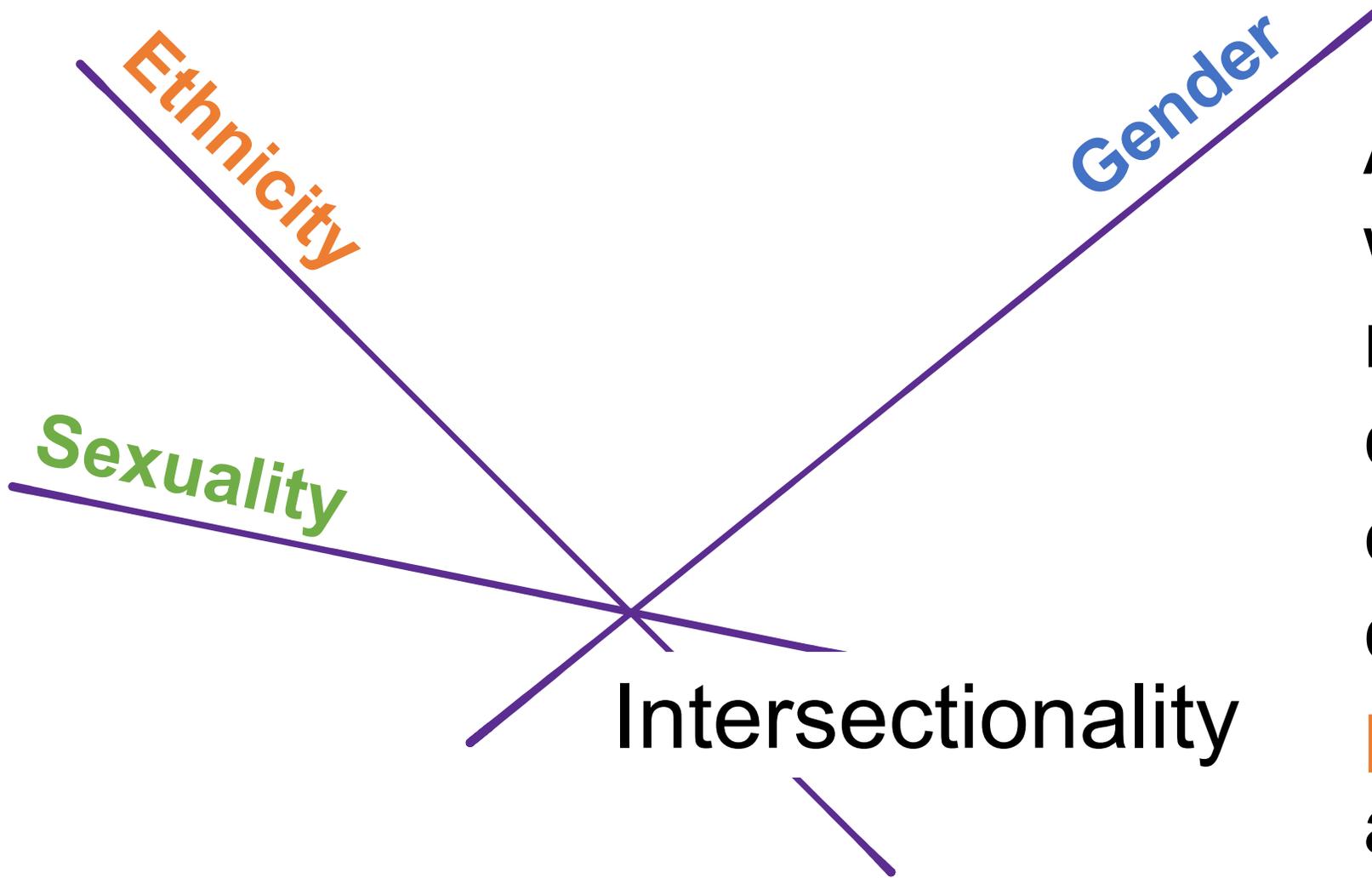
Lorde

# Intersectionality

**Intersectionality** is a lens through which you can see **where power comes** and collides, where it interlocks and intersects. **It's not simply that there's a race problem here, a gender problem here, and a class or LBGTQ problem there. Many times that framework erases what happens to people who are subject to all of these things.**

**Kimberlé Crenshaw** 1989

<https://www.law.columbia.edu/news/archive/kimberle-crenshaw-intersectionality-more-two-decades-later>



African American women need to negotiate a dominant culture that devalues women, people of colour, and lesbians.

**Beverly Greene**

## One Dimensional

- 35 participants were female and 41 were male
- 33 were Somalian

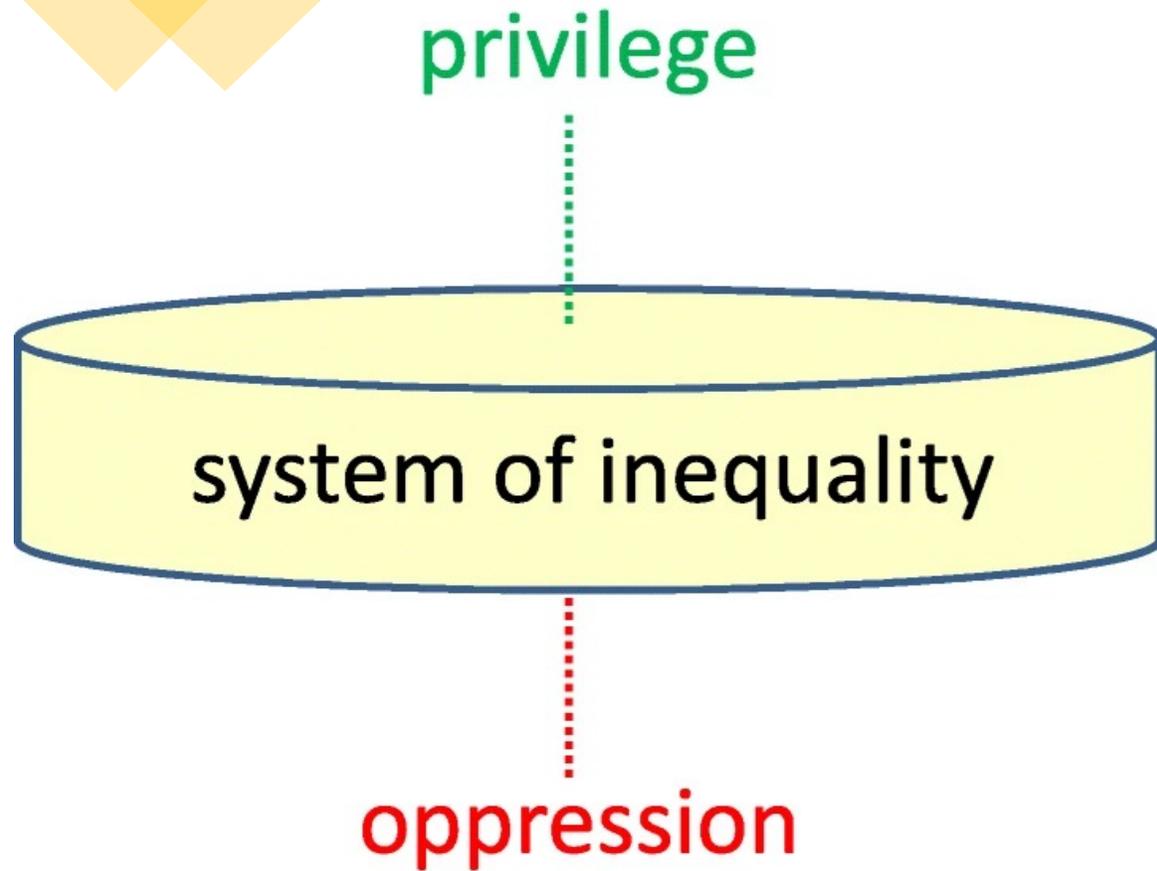
## Valuing Intersections

- 20 participants were British females
- 15 participants were Somalian females
- 23 participants were British males
- 18 participants were Somalian males
- All participants were cisgender

Adapted from: <https://apastyle.apa.org/style-grammar-guidelines/bias-free-language/intersectionality>

The answer to cold is heat, the answer to hunger is food.  
But there is no simple monolithic solution to racism, to  
sexism, to homophobia.

Audre  
Lorde



### Top of the coin

- You have advantage others do not
- You did not earn it
- You have it because of who you happen to be

### The coin

- The social structure that produces and maintains inequality  
e.g., sexism, racism, ableism

### Bottom of the coin

- You have disadvantage others do not
- You did not earn it
- You have it because of who you happen to be

# Privilege

Consider the coin (or system of inequality) of heterosexism. Heterosexism, a dominant norm in many societies, views being heterosexual as the only normal and right way to be. People who happen to fit this norm because they are straight (i.e., heterosexual) enjoy advantages from this social structure. For instance, they can openly express affection without fear of discrimination or violence. They see their way of life validated and valued through its regular, positive, and default position as the normal way of being reflected in legal frameworks and popular culture.

The goal is not to move people from the bottom of the coin to the top, because both positions are unfair. Rather, the goal is to dismantle the systems (i.e. coins) causing these inequities.

# Oppression

It is the same social structure, or coin, that gives unearned disadvantage to some and unearned advantage to others. Groups of people who are disadvantaged by this social structure are viewed as being on *the bottom of the coin*. In this model, I call this side of the coin *oppression*. Because of the dire health effects resulting from this unfair disadvantage, these are the groups commonly targeted in health promotion research and interventions. The names for these groups are many and familiar, including marginalized populations, disadvantaged groups, vulnerable communities, high-risk groups, priority neighbourhoods, or hard-to-reach populations.

# 'Culturally diverse' crowds blamed for seaside litter and vandalism

David Brown, Chief News Correspondent

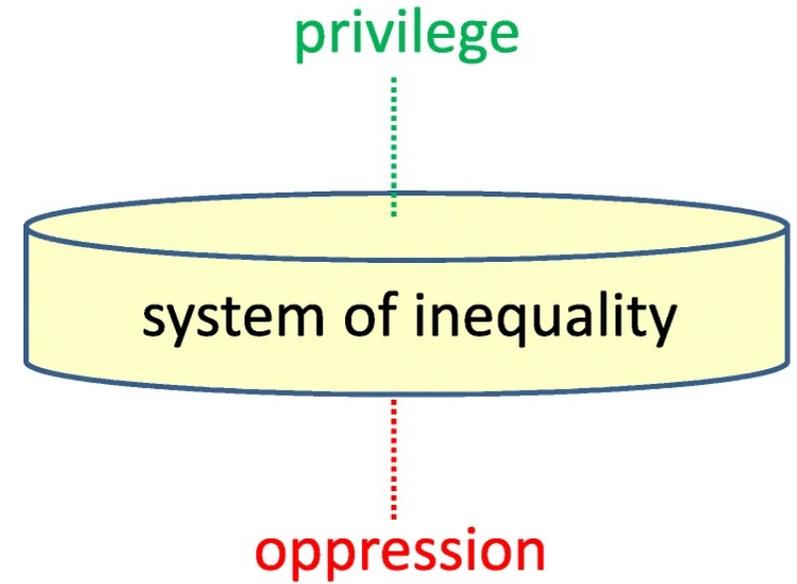
Wednesday February 24 2021, 12.01am, The Times



Emergency services land at Durdle Door beach in Dorset, where huge crowds gathered after lockdown last summer  
DORSET POLICE/PA

The government is being urged to educate “culturally diverse” urban tourists on how to behave when visiting the British seaside before it [lifts the lockdown](#).

The Lulworth Estate, which owns Durdle Door, has complained about the behaviour of the huge crowds that descended on the famous beach when travel restrictions were temporarily lifted last summer.

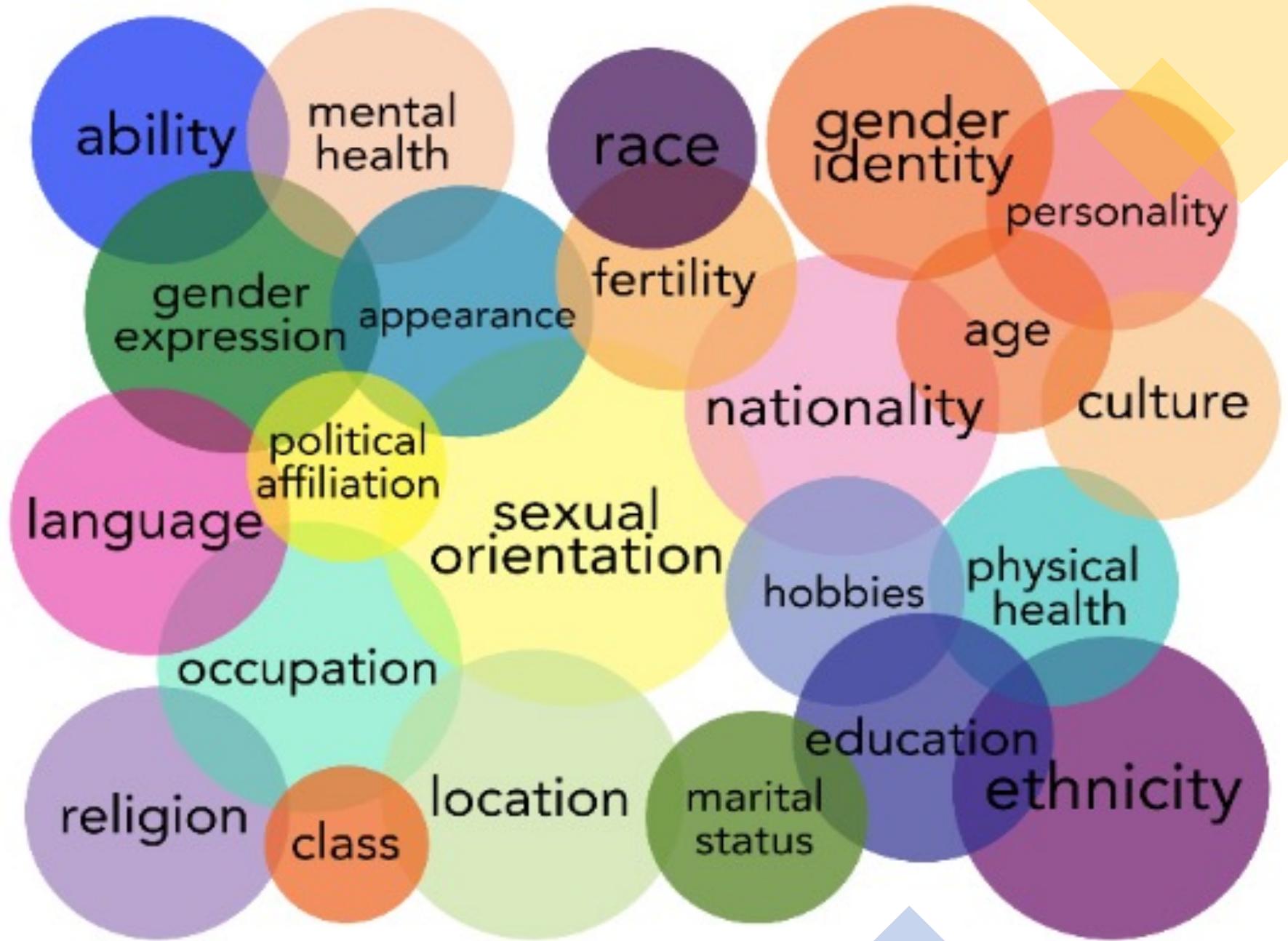


It blamed the “younger and more geographically and culturally diverse cohort” for unprecedented piles of litter as well as vandalism and “wild toileting” on the Jurassic Coast in Dorset.

Your position as an outdoor instructor, specialist or manager gives you privilege...

...but do other aspects of your identity enhance or diminish it?

# Everyone has many identities



## Which aspect(s) of your identity ...

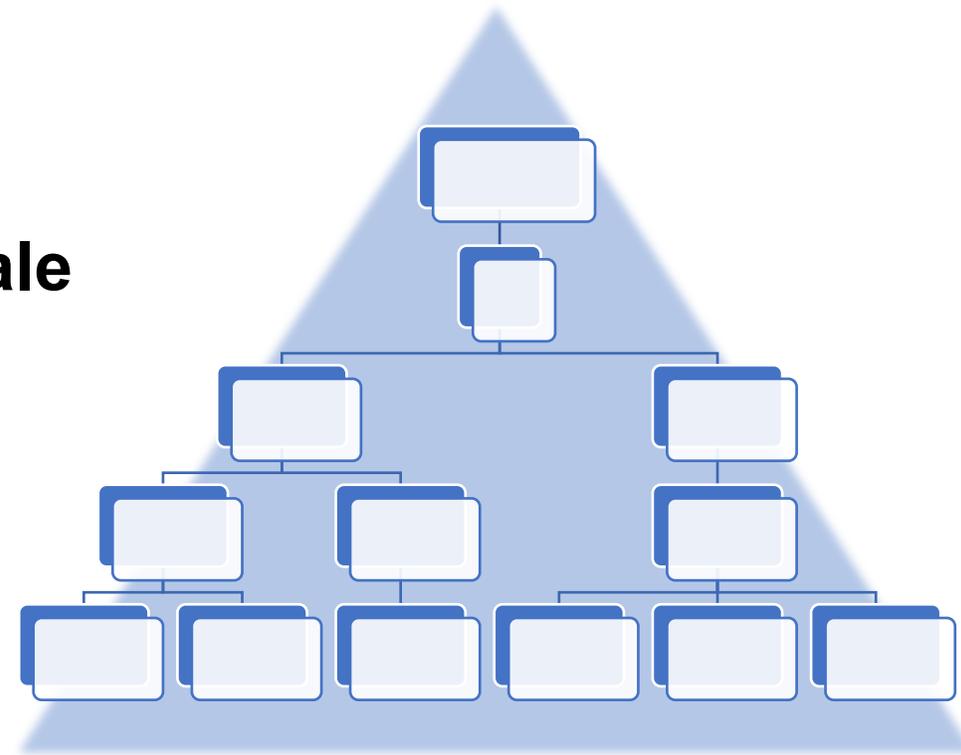
- 1) are you most comfortable discussing?
- 2) are you least comfortable discussing?
- 3) do you think about most often?
- 4) do you know the least about?
- 5) have you experienced the most joy about?
- 6) have you experienced the most pain about?
- 7) is the most invisible?
- 8) do you feel most judged by?
- 9) do you have to defend the most?

“In which ways did I benefit from privilege today?”

“In what ways did my actions today reflect and thereby reinforce the privilege I have?”

# Where would these people fit in your organisation?

- A person who could pass for male or female
- A bisexual transgender woman
- A white cisgender man
- Five heterosexuals
- A female person of colour
- A person with a visible disability
- A person who is not a university graduate
- A white homosexual in a position of power



FROM: <https://www.coe.int/en/web/youth/break-the-norm-manual>

# Domains of power

Patricia Hill Collins

## Interpersonal

Lived experiences of relationships and how people communicate with each other

## Disciplinary

Rules and regulations of organisations that maintain the status-quo

## Cultural

Ideas, ideologies and social practices that justify messages of inequality

## Structural

Institutional structures and public policies that organise and regulate

These four domains of power, known as the matrix of domination, show how intersecting oppressions are actually organized.  
[https://www.researchgate.net/publication/318024972\\_The\\_Difference\\_That\\_Power\\_Makes\\_Intersectionality\\_and\\_Participatory\\_Democracy](https://www.researchgate.net/publication/318024972_The_Difference_That_Power_Makes_Intersectionality_and_Participatory_Democracy)



**Marcia J. Anderson** @MarciaJAnderson · Dec 13, 2017



From now on instead of "vulnerable people" I'm going to use the phrase "people we oppress through policy choices and discourses of racial inferiority." It's a bit longer but I think will help us focus on where the problems actually lie

[#healthequity](#)

[#Indigenoushealth](#)



30



764



1.8K



# Part 2

## • **Inequities of access to the great outdoors**

- Dr Jamie Mcphie, University of Cumbria

There are different inequities of access to the privileged white landscapes of ‘the great outdoors’ relating to issues of class, race and gender that have surprising intersecting histories.

Very briefly, I’d like to take you back to certain moments and people in history to exemplify what I mean, starting with Wordsworth, and then relate them to the accessibility issues we face today.

Trainspotting - Going for a walk (Corrou Station)

[https://www.youtube.com/watch?v=xtbS\\_PdA198](https://www.youtube.com/watch?v=xtbS_PdA198)



# Part 3

- **Case study, intersectionality in action**
  - Dr Tracy Hayes , University of Cumbria

# Part 4

## • **How could we talk about inequality?**

- Katy Murray, Catalyst Collective

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A series of critical conversations in breakout rooms

Outputs shared a whole group session (see video for Katy reading out comments from participants)

**THANK YOU FOR  
ALL YOUR  
CONTRIBUTIONS**

**Please summarise your  
thoughts in the chat box**

**What will success look like  
for INclusivity in the OUTdoors?**

- Survey and Research

# INclusivity in the OUTdoors

## #4 - Finding Common Ground: Socio-Economic Inequalities

**Wednesday 10<sup>th</sup> March 2021**

**@7pm, 90 minutes**

The 10 webinar series is a collaboration between the Institute for Outdoor Learning, the Association of Heads of Outdoor Education Centres, The Outward Bound Trust, MOSAIC Outdoors and the University of Cumbria Outdoor Studies.



Where can you  
find opportunities  
for ACTION and  
CHANGE?

“In which ways did I benefit from privilege today?”

“In what ways did my actions today reflect and thereby reinforce the privilege I have?”

## 5 Tips from Stephanie Nixon

1. Stop trying to save or fix people on the bottom of the coin
2. Take active steps to learn about the systems of inequality for which one is in a position of privilege
3. Step back and see the whole
4. Recognize the need for action at the systemic, institutional, interpersonal and internal levels
5. Do not use “dismantling a system of inequality” to enhance personal power

Most activism  
is brought  
about by us  
ordinary  
people.

Patricia Hill  
Collins





• Thank you