

Building Leaders of Color

Session Two:

Stigma and Intersectionality

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Disclosures

Presenters have no financial interest to disclose.

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Learning Objectives

At the conclusion of this activity, the participant will be able to:

- Define the impacts of stigma
- Determine key elements of stigma
- Explore how stigma impacts individuals living with HIV
- Define intersectionality
- Explain types of intersectionality

Obtaining CME/CE Credit

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<http://ryanwhite.cds.pesgce.com>

Stigma and Intersectionality

Building Leaders of Color (BLOC) Training Workshop



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Program Leadership:



The National Minority AIDS Council (NMAC) leads the BLOC Project.

The agency leads with race to urgently fight for health equity and racial justice to end the HIV epidemic in America.

Program Partners:

- Positive Women's Network-USA (PWN-USA)
- United States People Living with HIV Caucus (HIV Caucus)
- Transforming HIV Resentments into Victories Everlasting Support Services Incorporated (THRIVE SS Inc.)



Rationale for BLOC

The purpose of BLOC is to contribute to the national HIV goals by ensuring people of color living with HIV, including transgender women of color, are equipped to provide meaningful input and guidance on achieving these goals via their participation on HIV planning bodies.

Purpose of BLOC Program

To increase the number of Persons of Color Living with HIV who are actively serving in leadership roles or engaged in leadership activities related to HIV-related services at all levels of decision making



Our Guiding Principles

- ✧ Where we begin
- ✧ What we believe
- ✧ How we operate
- ✧ What we are creating

Guiding Principles

The BLOC is based on **the Denver Principles**, a Bill of Rights / Declaration of Independence for the AIDS movement written in 1983. At its core, the Denver Principles demanded a set of rights and recommendations for people living with HIV.

Built on social justice movements building power for African Americans, Native Americans, Asian Americans, Latinos and Chicanos, women's health and LGBT liberation.

The principle of **Meaningful Involvement of People Living with HIV/AIDS (MIPA)** demands that people living with HIV be substantively engaged in policy and programmatic decision-making activities that impact our lives, and fairly compensated for our participation.



Our Aims as Leaders

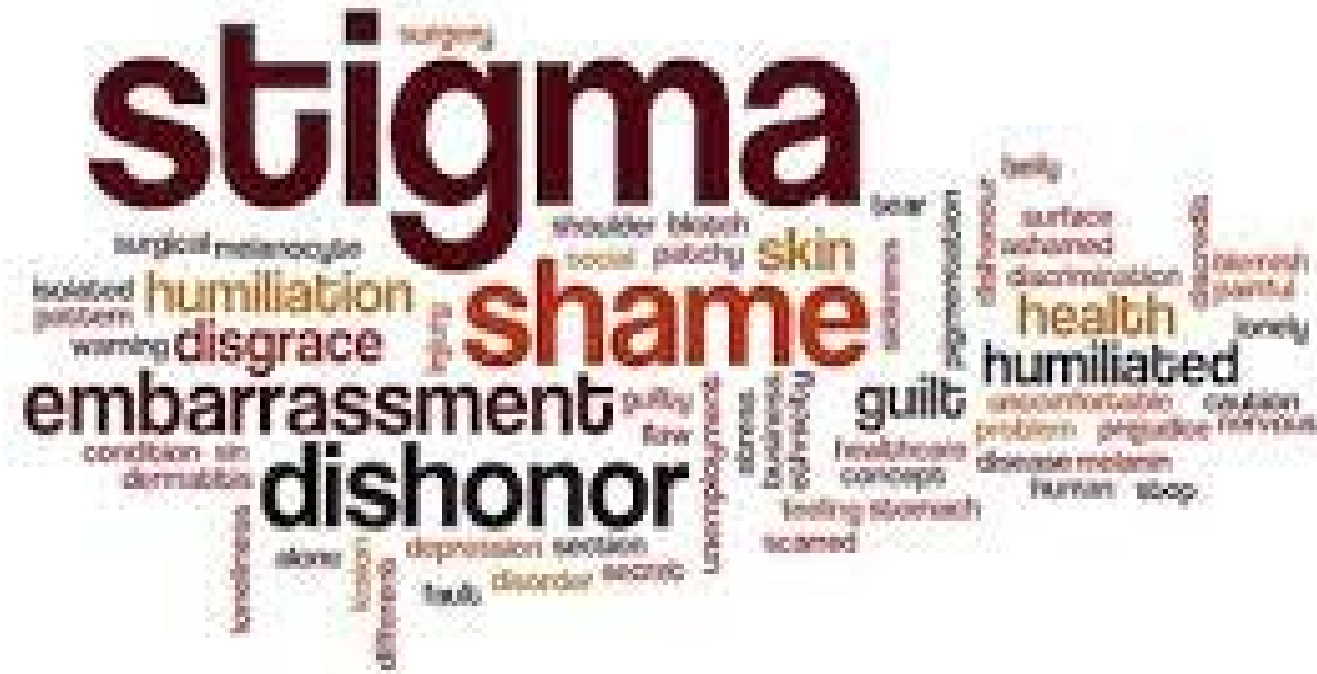
SKILLS



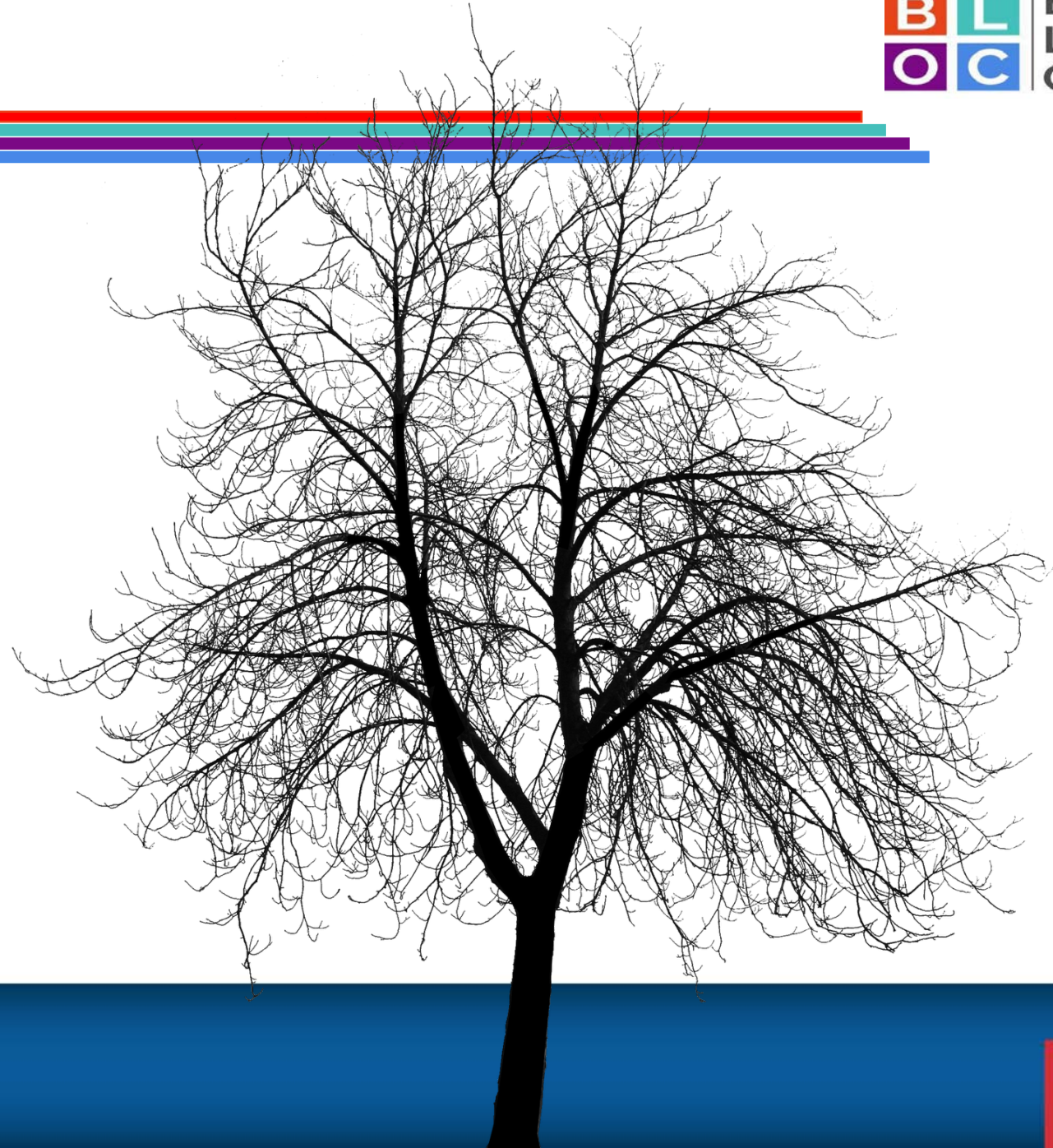
CONFIDENCE.

While you are lost in music, we never loose our grip.

Stigma & The Impact



The Stigma Tree



The Stigma Tree

Divide into small groups

Each group will conduct three brainstorming sessions to identify how Persons of Color Living With HIV experience stigma to build their “Stigma Tree”

The three brainstorming sessions should identify:

- **The causes of stigma – the roots**
- **The forms of stigma – the trunk**
- **The effects of stigma – the branches**

Transfer your brainstorming outcomes to Post-Its and place on your “Stigma Tree”

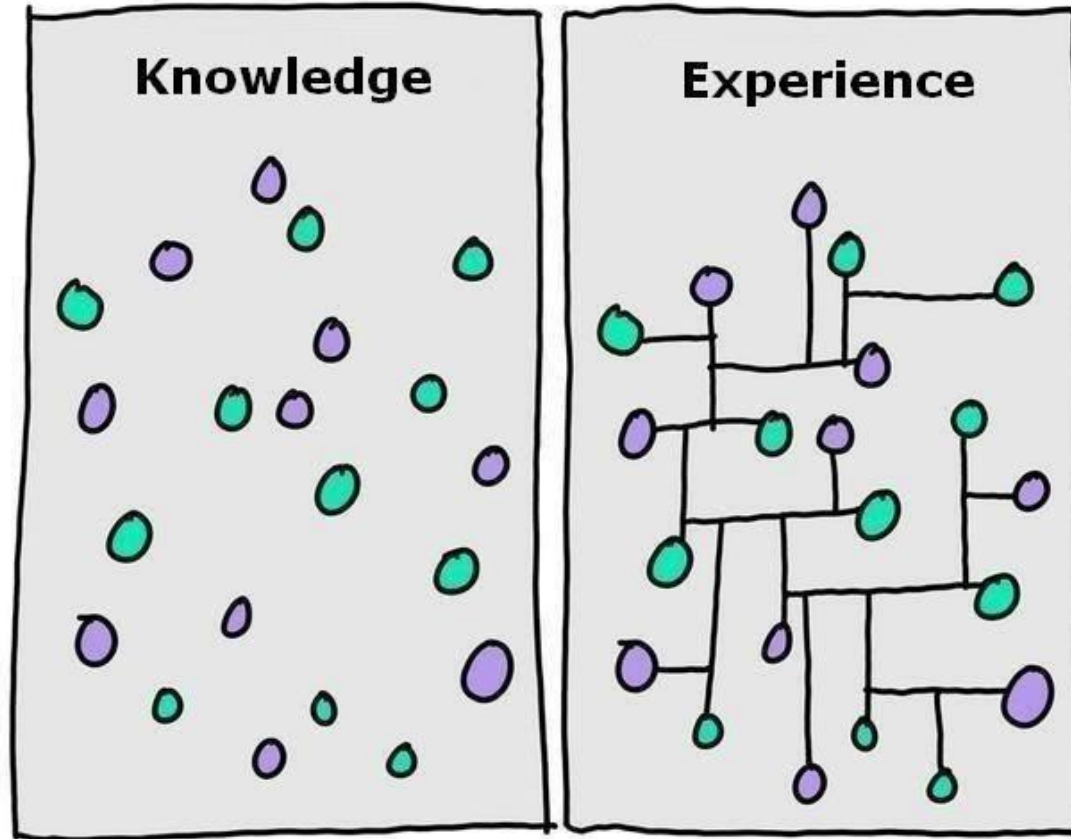
The Stigma Tree

Some examples to guide your brainstorm:

- Roots: Lack of Knowledge, Lack of Awareness, Fear, Stereotyping
- Forms: Physical Violence, Emotional Violence, Segregation
- Effects: Depression, Isolation, Fear

Be sure to place all your items on your “Stigma Tree” and select one group member to present your tree

Stigma Tree Presentations



Stigma

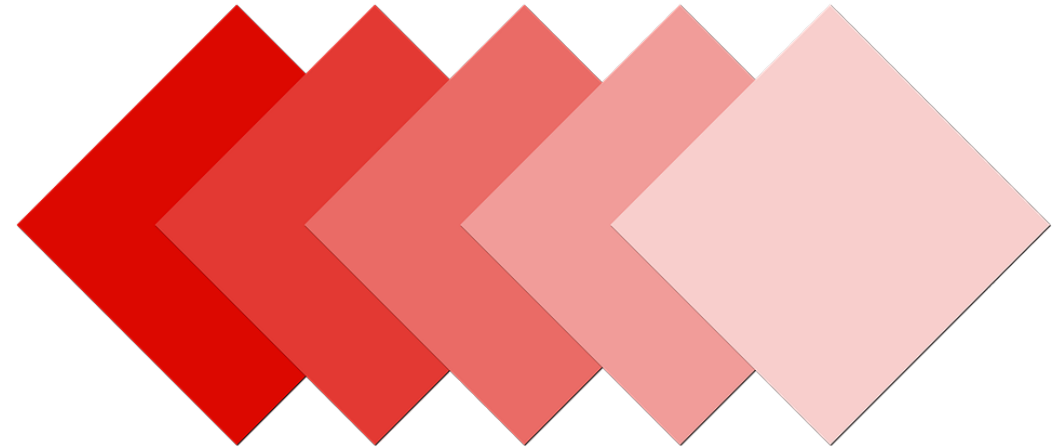


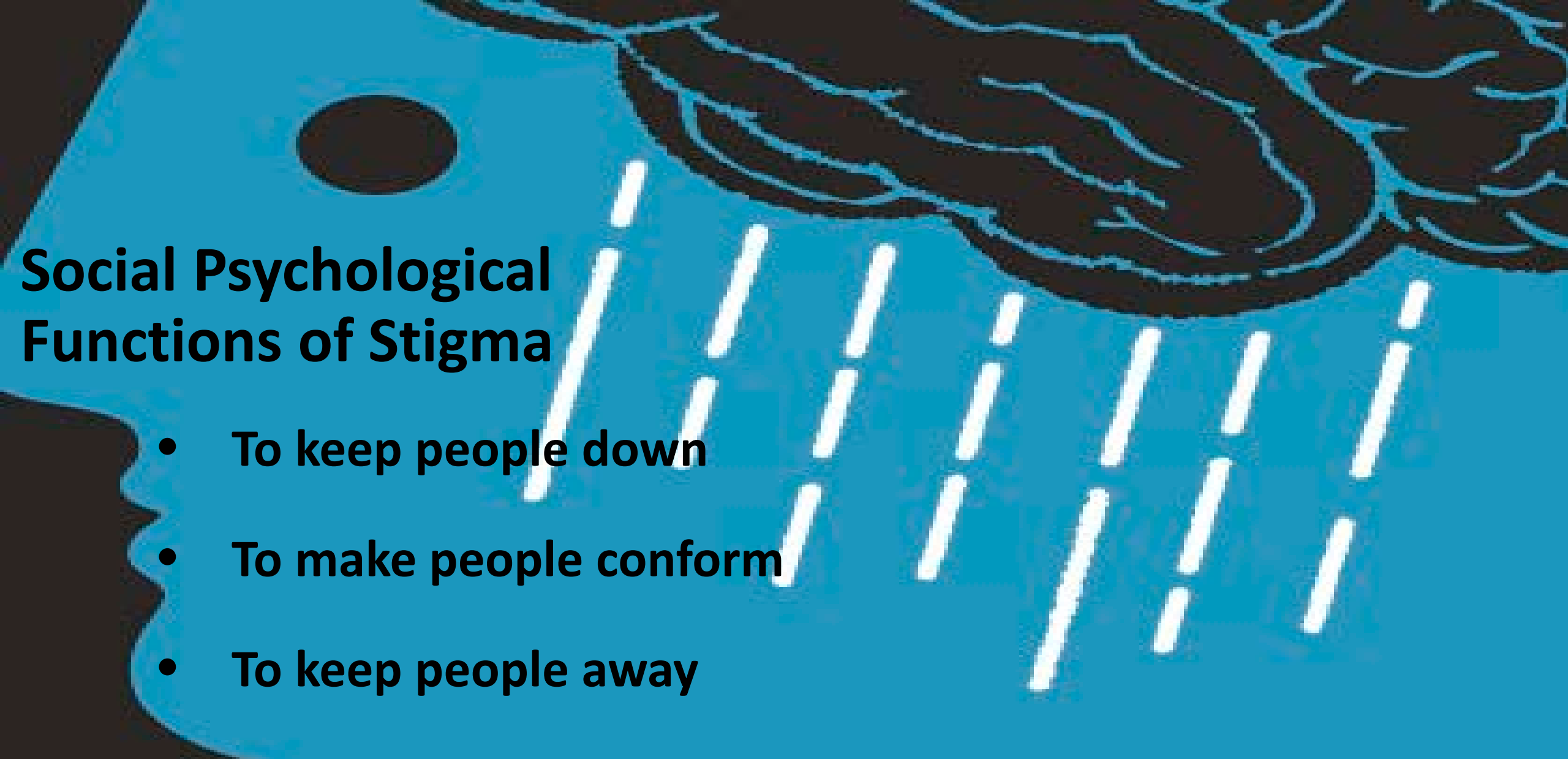
Stigma is a social construction that involves at least two fundamental components:

- (1) the recognition of difference based on some distinguishing characteristic, or 'mark' and
- (2) a consequent devaluation of the person

Manifestations of Stigma

- **Public Stigma**
- **Self-Stigma**
- **Stigma by Association**
- **Structural Stigma**





Social Psychological Functions of Stigma

- **To keep people down**
- **To make people conform**
- **To keep people away**

Discussion Question

Can anyone name some examples of these different types of stigma?

- Public
- Self-Stigma
- Stigma by Association
- Structural Stigma



How do people stigmatize?

- Isolation and Rejection
- Shaming and Blaming
- Enacted Stigma (Discrimination)
- Self-Stigma
- Stigma by Association
- Layered Stigma (Intersectionality)



Intersectionality

Intersectionality is a term first coined in 1989 by American civil rights advocate, Kimberlé Williams Crenshaw, to describe what she saw as failures of the system in responding to domestic violence against poor Black women.

Intersectionality
poor
women

Intersectionality

Intersectionality promotes an understanding of human beings as shaped by the interaction of different social locations and identities.

These interactions occur within a context of connected systems and structures of power.

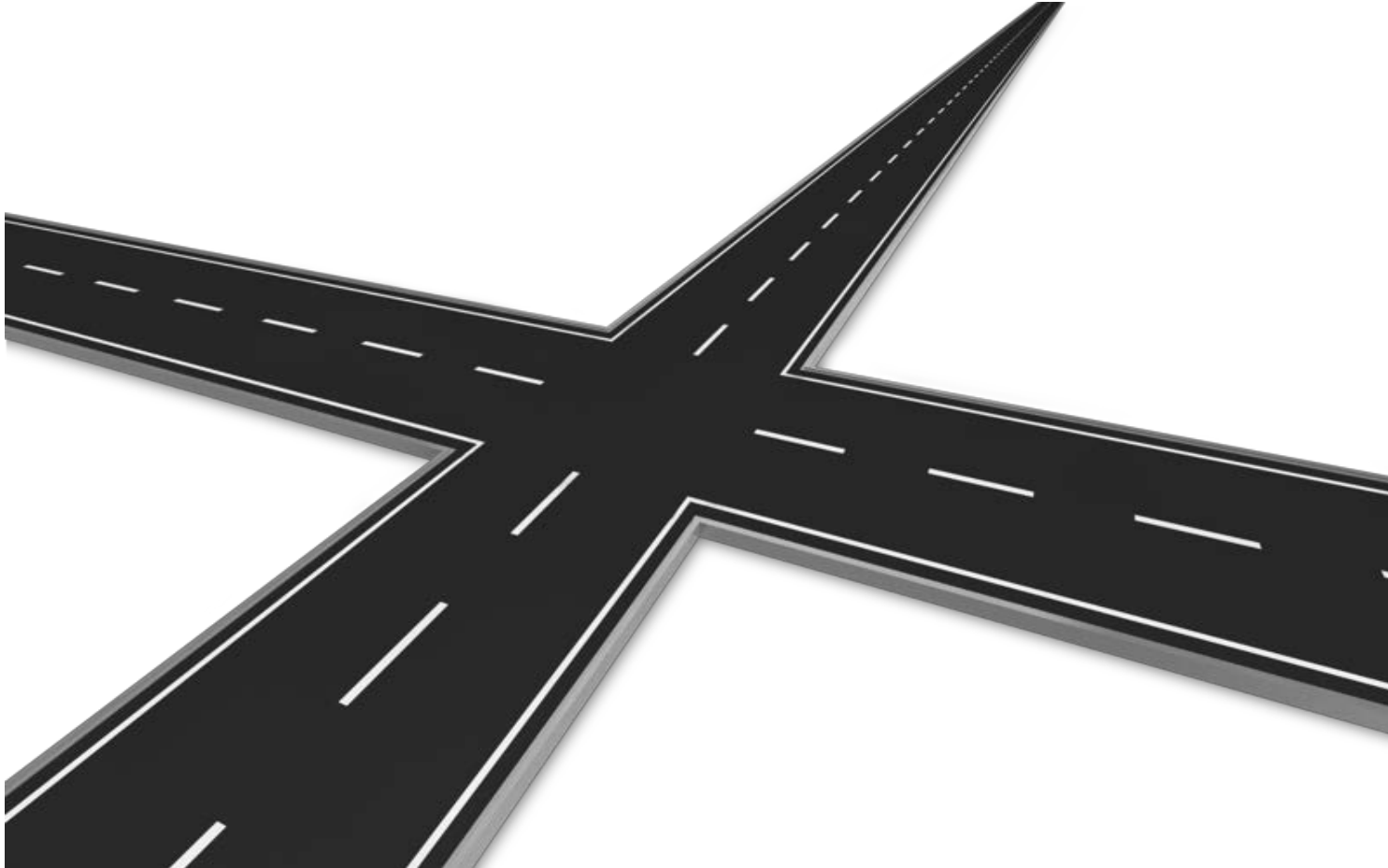
Through such processes, interdependent forms of privilege and oppression shaped by colonialism, imperialism, racism, homophobia, ableism and patriarchy are created.

Intersectionality

According to an intersectional perspective, inequities are never the result of single, distinct factors.



Intersectionality



Tenets of Intersectionality

People's lives are multi-dimensional and complex

- **Cannot be explained through single identities**

Relationships and power dynamics between different identities and oppressions are linked.

- **They can also change over time and space.**

Tenets of Intersectionality

People can experience privilege and oppression simultaneously, based on context.

With social problems, the importance of any identity or structure cannot be predicted, but can be discovered through investigation.

Tenets of Intersectionality

Individual experiences must be linked to broader structures of oppression.

- Analysis must occur on multiple levels

Scholars, researchers, policy makers, and activists must consider their own social position and power.

- This “reflexivity,” should be in place before setting priorities and directions in research, policy work and activism.

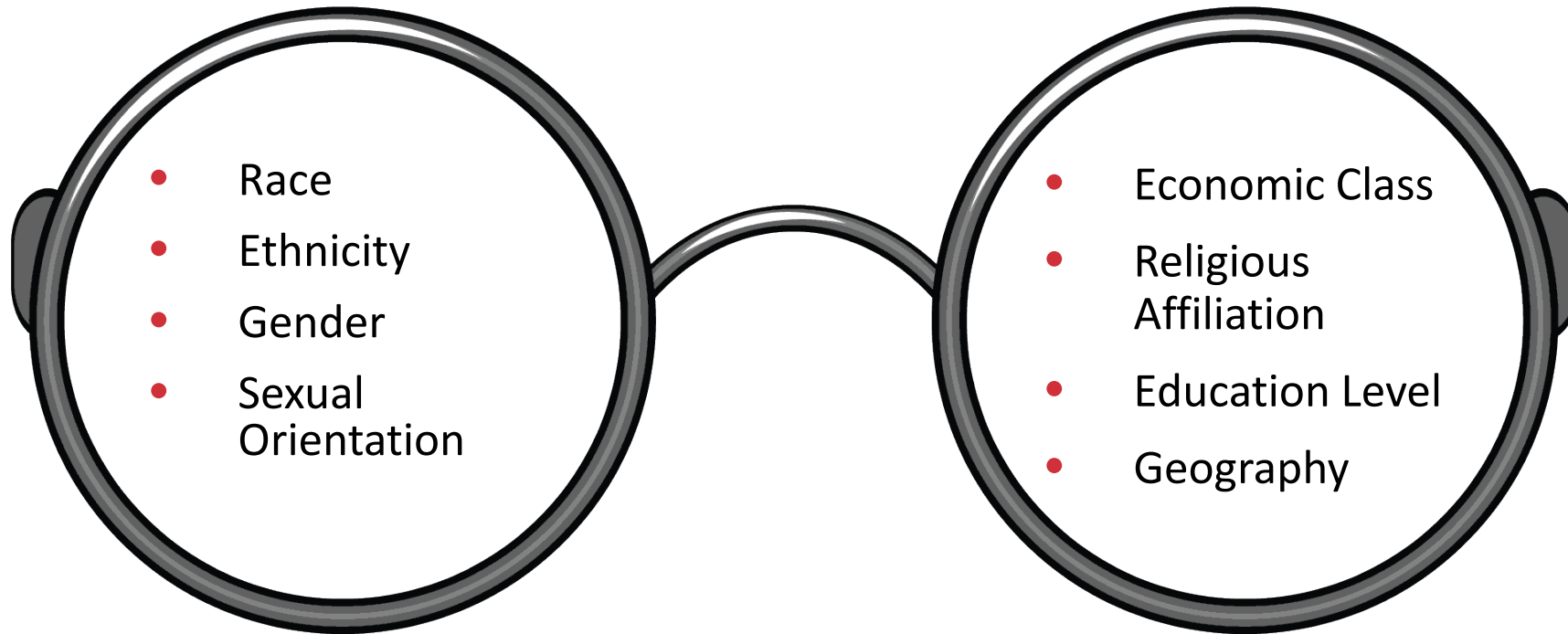
Tenets of Intersectionality

Intersectionality is explicitly oriented towards transformation, building coalitions among different groups, and working towards social justice.



Activity: The Lenses

The Lenses



The Lenses

For this activity, consider how you identify

Using the handout, fill in your lenses with these identities

Be prepared to share back with the larger group



Growth Mindset



Can anyone think of a time when they used a **growth mindset** to approach a challenge or setback?



What lenses do you view the world through?

Debrief



What identities align with one another?

What identities are in conflict with one another?

What makes them in conflict with one another?

How do/did you reconcile the two?

Have you ever experienced stigma as a result of your identities? What happened? How did you handle it?

Have you ever had to minimize or hide your identity because of the fear of be discriminated against?

Have you ever stigmatized or discriminated against someone? If so, what happened?



Questions and Comments





Learn more



Learn more about BLOCC at:

<http://www.blochiv.org/>



And on TargetHIV

<https://targethiv.org/ta-org/blochiv>



Contact Us



NMAC leads with race to urgently fight for health equity and racial justice to end the HIV epidemic in America

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