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Dear students, now we are at the end of this lecture series on diversity competencies and we are now dealing very intensively with a term that has actually accompanied you throughout these 13 chapters, that has already been accentuated strongly in some places but has not yet been explained in detail and this should happen at the end. We would like to give everything, so to speak, once again to bring your attention to the intersection of the various diversity dimensions that we have discussed regarding individual aspects over the many sessions and episodes, so we would like to now once again strengthen your whole attention and your sensitivity to the fact that for each individual, these various dimensions develop in very, very different ways, connecting so to speak into characteristics, but also into identities and identifications, and that this naturally has very different effects on whether someone can participate in social processes, in institutions, or whether they fall through the grid of so-called normality or of the target groups.

The term intersectionality thus is something that we have always included as a kind of continuous subtext. It refers to the overlapping and linking of different dimensions of diversity and inequality in access to social goods and positions, which, as I said, have different effects on different groups of people and individuals.

We want to listen to three experts, three external experts who will give an overview of the origin and the meaning of the concept, which is derived from feminist discourse. That's why we now have a focus in this chapter on intersectionality on feminist discourses and social inequalities.

In episode 1, Professor Nivedita Prasad and Diane Izabiliza from the Alice Salomon University of Applied Sciences in Berlin offer an introduction to the topic of intersectionality in a conversational format. They talk about their first points of contact with this concept and shed light on the origins of this concept of intersectionality. The goal of this episode is for you to develop a better understanding of what is meant by intersectionality and how intersectionality and multiple discrimination differ from each other. Because it's not just a new term for multiple discrimination, it's a different way of looking at it, a different analytical perspective. And we want you to be able to develop your own ideas on how you can embed and reflect the perspective of intersectionality in your studies, but also your everyday social thinking and acting.

In episode 2, Prof. Prasad explains the concept of toxic feminism, or that of femonationalism, and shows what role colonial continuity plays in this argument. And here you can also see that we can make connections across the topics that we present in the individual chapters every now and then as well. She uses various examples to show you how to recognize anti-Muslim racisms in feminist discourses and explains the connection between hegemonic feminist actors and right-wing movements. At the end of the episode you will learn how to counter toxic feminist arguments, how to respond to them and which core elements make up an intersectional feminism.

In the third episode, Dr. Emilia Roig from the Center for Intersectional Justice uses this perspective of international feminism to highlight the issue of "gender justice for some women at the expense of others" and shows how an intersectional perspective can be applied to social inequality in practice. In other words, how an intersectional perspective

k13e00 translated

helps to make social inequality visible at the intersections of different or intersecting points of different diversity dimensions. Using the example of gender equality policy and the development of the care sector, Emilia Roig explains what structural and intersectional discrimination is and to what extent the gender pay gap, which you are also just familiar with from chapter 3, not only exists between men and women, but how this pay gap even plays out within the group of women, because there are differences there as well. You learn how the labor market is segregated based on different identity lines, how this affects social inequalities, and what intersectional gender inequality means.

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Ja, und damit sind Sie hier, sind wir, wie ich schon sagte, beim letzten Kapitel unserer Veranstaltung Diversity-Kompetenzen angelangt und wir würden Sie gerne anregen wollen, dieses Kapitel nicht nur zu nutzen, um zu verstehen, was Intersektionalität bedeutet, sondern auch, um aktiv selber intersektionale Perspektiven auf Gegenstände, auf Ihren Alltag, auf Ihr Studium, auf Erfahrungen und Perspektiven gesellschaftlicher Prozesse anzuwenden. Was ziehen Sie für ein Fazit am Ende dieser Veranstaltung? Welche Diversity-Kompetenzen konnten Sie entwickeln und stärken? Und wie können Sie hier auch noch nach dieser Veranstaltung weiter sich Wissen aneignen, Kompetenzen aneignen, Reflexionen fortsetzen? Und wie kann es Ihnen gelingen, mithilfe der Anregungen aus der Veranstaltung einen differenzsensiblen und diskriminierungskritischen Blick zu entwickeln und mit diesem dann auch durch die Welt zu gehen? Und vielleicht haben sich für Sie auch neue Fragezeichen ergeben. Vielleicht finden Sie auch gar nicht, dass alles, was hier so gesagt wurde, unwidersprochen von Ihrer Seite angenommen werden muss. Und auch das, dazu möchten wir Sie ermutigen, dass Sie sich noch weiter auseinandersetzen, insbesondere mit den Aspekten, bei denen bei Ihnen noch Fragezeichen aufgetaucht sind und wo Sie, wie gesagt, vielleicht auch, sich in Ihnen Widersprüche wecken und zeigen. Nehmen Sie das zum Anlass, sich noch weiter zu vertiefen. Jedes Kapitel hat Literatur zur weiteren Vertiefung angegeben und da sind Sie sehr frei, sich in dieser Literatur zu bewegen und das zur Anregung zu nehmen, auch nochmal selber weiter zu recherchieren. Mit diesen, ja sage ich mal, zur Selbstlektüre, zum Selbststudium und auch zur kritischen Reflexion aufrufenden Worten möchte ich den Rundgang sozusagen durch die Kapitel unserer Veranstaltungsreihe Diversity-Kompetenzen beenden und hoffe, dass es für Sie anregend war, die ganze Veranstaltung, und dass Sie viel davon auch mitnehmen können, für das weitere Studium, aber dann auch für das, was nach dem Studium für Sie kommt.

So here you are, we have arrived, as I said, at the last chapter of our Diversity Competencies course, and we would like to encourage you to use this chapter not only to understand what intersectionality means, but also to actively apply intersectional perspectives to study objects, to your everyday life, to your studies, to your experiences and perspectives of social processes. What is your conclusion at the end of this course? What diversity competencies were you able to develop and strengthen? And how can you continue to acquire knowledge, skills, and reflections after this course? And how can you use the inspiration from this course to develop a view that is sensitive to difference and critical of discrimination, and how can you use this view as you go through the world? And perhaps new question marks have arisen for you. Maybe you don't think that everything that was said here has to be accepted without contradiction by you. And we would also like to encourage you to take a closer look

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at this, especially at those aspects where question marks have come up for you and where, as I said, contradictions are perhaps emerging within you. Take this as an opportunity to dive even deeper. Each chapter has recommended literature for further exploration and you are free to move around in this literature and to take this as an incentive to do further research yourself. With these words, calling for self-reading, self-study and also critical reflection, I would like to end the tour, so to speak, through the chapters of our series of classes on diversity competencies and hope that the whole course was stimulating for you and that you can take a lot of it with you for your further studies, but also for what comes after your studies.