CENTER FOR INTERSECTIONAL JUSTICE
NARRATIVE REPORT
2017-2019
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Mission and Values

The mandate of the Center for Intersectional Justice is to bridge the gap between scholarly research, policymaking and grassroots activism on issues of systemic inequality and discrimination. We seek a paradigmatic shift to anti-discrimination and equality policy at the German and European Union levels, working to make these efforts more intersectional, and hence more inclusive and effective.

- We are audacious in our quest for equality, taking risks and challenging the status quo.
- We are an independent non-partisan organisation.
- We believe that all forms of injustices are interconnected and that they should be addressed simultaneously.
- We act strategically, practically and deploy the necessary means to achieve our long-term overall goal.
- We believe our action achieves its full impact if we address injustices at a transnational level.
From the Director

Since its foundation, the Center for Intersectional Justice has worked tirelessly to change the discourse on discrimination in Germany and Europe. We continually seek to engage individuals, organizations and communities in order to build bridges of understanding, solidarity and to foster a paradigm shift in how our society addresses systemic discrimination and inequalities.

Between 2017-2019, our work grew significantly, connecting us with change makers, activists, and experts across a range of disciplines and sectors. We engaged in critical debate on topics ranging from Germany's headscarf ban, to migration, and climate justice.

We are encouraged by the growing solidarity within our community, we are thankful for the support of our generous donors which enables us to achieve this work, and we look forward to continuing the fight to end discrimination in Europe.

Dr. Emilia Roig
Introduction to Intersectionality

Intersectionality is a theoretical concept, an analytical approach and a legal and policy tool that captures the various layers of advantages and disadvantages everyone experiences based on societal and structural systems. These systems include racism, colonialism, capitalism, and patriarchy; and their by-products: classism, homo- and transphobia, cis- and heterosexism, and all other forms of racism. Intersectionality looks at the ways in which social categories are interwoven on multiple and simultaneous levels.

Intersectionality was conceptualized in the late 1980’s in the US by prominent scholar Kimberlé Crenshaw, the president of the Center for Intersectional Justice. Since then, intersectionality has evolved into a cross-disciplinary and international discourse that deconstructs narratives on race, gender and sexuality. Yet the mobilization of intersectionality across continental Europe remains challenging in a context that overemphasizes colorblindness and post-racialism. The widespread reluctance to face the significance of race and the reality of racism in Europe, and the knowledge gaps arising from it (e.g. the absence of robust equality data) hinder effective anti-discrimination and equality efforts.
Our Approach

advocacy

We advocate for the legal recognition of intersectional discrimination and the adoption of effective policy measures to curb it at national and European levels. We are shifting the paradigm in anti-discrimination policy and the public discourse, emphasising the need to end all types of discrimination, if true equality is to be realized.

research

We research and monitor the hidden effects of specific laws and policies and analyse the processes of intersectional discrimination and structural inequalities. Through our research we provide insights into institutional discrimination, while also developing evidence-based and practical policy recommendations aimed at governmental bodies, law-enforcement agencies, NGOs and courts at European and national levels.

training

We provide training and learning opportunities around the concept of intersectionality through lectures, discussions, roundtables and workshops to promote its practical use in policy and law. Our training, workshops and events connect citizens with policy makers in governmental and non-governmental organizations, to deepen the understanding of intersectionality, beyond a policy perspective.
2018 in Numbers

HIGH LEVEL SPEECHES
CIJ presented keynote addresses at EU and global conferences, on intersectionality, and systemic discrimination.

HIGH LEVEL MEETINGS
CIJ engaged in discussions and presentations at key forums on intersectional policy in Germany and the EU.

PANEL DISCUSSIONS
CIJ participated in dialogues and events aimed at raising awareness of intersectionality and intersectionality in practice.

PUBLICATIONS
CIJ published research reports on key policy debates and positions in Germany and the EU.

TRAINING WORKSHOPS
CIJ conducted workshops designed to build organizational capacity for intersectional work practices.
2019 in Numbers

HIGH LEVEL SPEECHES
CIJ presented keynote addresses at EU and global conferences, on intersectionality, and systemic discrimination.

HIGH LEVEL MEETINGS
CIJ engaged in discussions and presentations at key forums on intersectional policy in Germany and the EU.

PANEL DISCUSSIONS
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PUBLICATIONS
CIJ published research reports on key policy debates and positions in Germany and the EU.

TRAINING
CIJ conducted workshops designed to build organizational capacity for intersectional work practices.
The Center for Intersectional Justice launched in September 2017, with an inauguration conference that introduced the story behind the center, and connected social justice advocates and activists across Europe. The conference provided a platform for discussing key opportunities, challenges to intersectionality and possible steps forward. Some of the key questions raised included:

- Around what issues will our advocacy efforts be centered?
- How can the political obstacles and practical dilemmas be overcome?
- How can synergies, cooperation and common goal setting be promoted with other organisations active in the field of anti-discrimination?

The event drew more than 200 participants from all over Europe and the US, including the CIJs’ network of Associated Experts, members of several European grassroots organizations and representatives from a variety of NGO’s. The Conference provided the foundation for CIJ’s advocacy, research and training work that kicked off in 2018.
**Advocacy***

Our advocacy work is driving a **paradigm shift in the understanding of intersectionality** within government and legal institutions. We actively engage with policy- and lawmakers at national and European levels to improve the legal and policy framework on anti-discrimination and equal opportunity. We push for the urgent legal and policy changes which can help create an enabling framework to effectively combat intersectional discrimination and inequalities. Through our advocacy efforts, we hold governments and public bodies accountable for their implementation of equal treatment and human rights commitments. We provide decision-makers with practical policy advice and recommendations to improve anti-discrimination legislation and equal opportunity policies across all dimensions of discrimination.

Between 2018-2019, CIJ spoke at over **40 engagements**, and forums, reaching a wide and diverse audience. We engaged with **policy makers** at national and EU institutions, including the European Commission, the International Labor Organization, and the German government. In particular, CIJ Director, Dr. Emilia Roig, delivered keynote addresses at the European Commission, International Labor Organization, and the EU Diversity Charters’ Annual Forum in 2019. We presented at **educational institutions** including at the Hertie School of Governance and the University of Potsdam. Finally, we participated in a variety of **panel discussions** with topics ranging from migration, to climate justice, foreign policy and gender equality.

Our work in advocacy has helped raise the consciousness around intersectionality in Germany and enabled us to enter new spaces to reinforce the need to end all forms of discrimination. An increased awareness has resulted in greater demand for the CIJ to participate in various forums, as well as provide training to institutions and organizations, looking to practically integrate intersectional approaches to their work.

**Community Advocacy**

The CIJ has also curated **3 community events**, designed for people involved in the development and implementation of anti-discrimination and equal opportunity policies in governmental and non-governmental bodies. We also invited individual social justice advocates willing to deepen their understanding of intersectionality.

*Please refer to activity Annex for detailed list of advocacy engagements, publications and training workshops held.*
• CIJ Community Open Space: In 2018 we gathered activists and community leaders from various social justice movements and grassroots organisations across Europe for the inaugural Community Open Space. The event facilitated networking, knowledge, activism, experiences exchange and discussion of ideas to foster inter-movement solidarity by bringing different communities affected by systemic inequalities together.

• Kimberlé Crenshaw Gala: In April 2019, we welcomed CIJ President, President Kimberlé Crenshaw, to Berlin for a Gala celebrating the creation and adoption of the concept of intersectionality. The Gala was attended by our fellow activists in Germany, and showcased our work.

• Strategic Litigation and Coalition Workshop: In June of 2019, in partnership with the Open Society Justice Initiative (OSJI), CIJ hosted a Strategic Litigation and Coalition Workshop. The event gathered members of the Coalition #AgainstOccupationalBan (Bündnis #GegenBerufsverbot) and advocates against religious dress restrictions in Germany. The workshop developed a joint understanding of how strategic litigation can be used to challenge the Berliner Neutrality Law, and laid the foundations of an advocacy and communications strategy that not only supports the ongoing litigation but the general call for the elimination of religious dress bans in Berlin, and by extension Germany.
Research

Our policy-oriented research identifies, analyses and exposes instances of intersectional discrimination, as well as monitors existing laws and policies. Intersectional discrimination is hard to uncover because the people affected by it are usually part of larger - already marginalized - groups. Through our network of renowned experts and partner academic institutions, we combine policy relevance with high-quality research and bridge the gap between theory and practice. We infuse an intersectional perspective into policymaking and implementation by translating our research findings into practical input aimed at governmental bodies, law-enforcement agencies, NGOs and courts at European and national levels.

Since our launch in 2017, we have conducted on-going research on a variety of topics, publishing 6 commissioned and collaborative reports. We produced a report evaluating the transposition of the concept of intersectionality in the context of reforming tools to promote diversity and combat discrimination, intersectionality in Europe, we assessed the impact of the Justitias Dress-code in Germany, and in 2020 we will be releasing a report evaluating the gaps, challenges and opportunities to intersectional policy in Europe. among other key topics. Conducted in collaboration with our expert network and partner institutions such as the European Network Against Racism (ENAR), DeZIM-Instituts, Actiris Brussels, and Völkerrechtsblog our research has provided a foundation for key dialogues to address discriminatory policies in the European context. The CIJ will also be publishing a fact sheet in 2020, called 'Intersectionality at a Glance', designed to provide an accessible breakdown of intersectionality, and key themes within the field.
Training

The concept of intersectionality is widely discussed in the academic sphere but its practical implementation remains unclear. We seek to bridge this gap by clarifying and deepening the understanding of intersectionality from a policy-oriented perspective. The CIJ’s training brings together experts and practitioners to provide insights into the theoretical meaning of intersectionality, its practical use, and the real-life implications of applying the intersectional principles to organizations.

The CIJ has conducted over 30 training workshops around diversity, non-discrimination in hiring practices, implicit bias and intersectionality in individual institutions. The workshops are designed to provide practical tools and frameworks for intersectionality in the workplace, for leadership, human resources, and for cross-organizational learning. The training enables workplaces to incorporate intersectional principles into their daily functions, building more accountable and transparent institutions. Between 2018-2019, we have received a growing number of requests for our workshops, and most notably, we have supported the following organizations with training, among others:

- Ariadne Network (European Funders’ Network for Social Change and Human Rights) in London
- Belgian Labor Agency Actiris in Brussels
- Canadian Embassy to Germany
- European Center for Human and Constitutional Rights (ECCHR) in Berlin
- European Network against Racism (ENAR) in Brussels
- German-American Fulbright Commission
- Hertie School of Governance in Berlin
- Management Team of the City Hall of Dessau-Roßlau in Germany
- Open Society Foundations
Communication

Communication is the cross-cutting ‘unofficial’ fourth pillar of our work, into which all of our other activities are incorporated. Communications are a vital part of our mission to bridge the gap between scholarly research, policymaking and grassroots activism on issues of systemic inequality and discrimination. Our aim is to grow an online community of politicians, academics, activists - and people who are interested in intersectionality and our work. We use different channels to share information, resources and news from our circles to empower communities and multiply the impact of our work. Through our Newsletter, Website, Twitter, Instagram and Facebook channels combined, we reach an audience of over 7,000 users in Germany, and Europe. We routinely engage with this community, sharing educational content, raising awareness on current issues, as well as mobilizing for community events and initiatives. We seek to make our social media platforms increasingly accessible for activists and grassroots organisations looking to connect, share their work and exchange resources across physical and geographic boundaries.
From our Network

"In policy debates, diversity is often misunderstood as competing group interests. The Center for Intersectional Justice seeks to transform anti-discrimination work across Europe. Through its network of international experts, CIJ provides policymakers with innovative and high-quality expertise to address structural inequalities in diversified societies. CIJ further invests in capacity building for "bottom-up" grass-roots movements through workshops and its Community Open Space conference. By putting intersectionality first, CIJ inhabits a unique place in the European landscape."

-Dr. Stefanie Boulila

Dr Stefanie Boulila is a lecturer in social work at Lucerne University of Applied Sciences and Arts. She is co-investigator on the SNSF-funded community-based participatory action research project Capacity Building for Rainbow Families in Switzerland and Beyond. In 2019, she published her Monograph Race in Post-racial Europe: An Intersectional Analysis (Rowman & Littlefield International).
Europe has a long his- and herstory of multiple forms of intersectional discrimination and movements that have challenged them ever since. Some forms of oppression (like sexism) have been widely acknowledged in Europe, with laws and regulations passed on European and regional level to implement social change. Often these developments depict monosectional phantasies considering all “women” or any other oppressed group as a homogeneous group with ONE reality, or even by playing off different forms of oppression against each other. It is only recently that the interconnectedness of various forms of discrimination have been acknowledged, at least in some academic disciplines, and in some social movements. The acknowledgement of intersectional forms of oppression beyond these marginalised spheres is rather new and needs a critical political and academic steering from those who come from intersectional movements long before these were labelled as such. CIJ is such an actor as all the people involved have various personal, political and professional backgrounds coming from movements/disciplines for intersectional justice and therefore having the expertise to raise awareness for intersectional justice in Europe.

-Nivedita Prasad

Nivedita Prasad is Professor at the Alice Salomon University of Applied Sciences since 2013, with a focus on human rights oriented Social Work with a specific emphasis on (Anti)discrimination and violence against women. In March 2012 she was awarded the “Anne Klein” Prize for her ongoing dedication to Migrant Women’s Human Rights. Being part of the BPoC feminist movement in Germany since the late 80s she worked on issues of intersectionality long before the term was popularized, as an academic and an activist. She is particularly interested in strategic litigation in order to achieve intersectional Justice and visibility of feminists of color and Black Feminist movements in Germany.
Financials

The Center for Intersectional Justice was founded in 2017, and organizational expenses did not begin until 2018. The CIJ’s income comprises a mix of institutional support from donor organizations, revenue generated from trainings, research and speaking engagement, as well as donations from our community.

**INCOME 2017/2018**

Institutional sponsorship  €50,410.09  
Project sponsorship  €14,000  
Trainings, research and speaking engagements  €31,908  
Donations  €2,275  
Other  €355.54  
**Income total**  €98,948.63

**OUTGOINGS 2017/2018**

Personnel costs (core staff)  €46,407.03  
External services  €8,904.80  
Rent, offices, communication  €2,199.33  
Events, travel  €11,476.45  
Other outgoings  €2,458.40  
**Total**  €71,446.01
INCOME 2019

Institutional sponsorship €124,441.18
Project sponsorship €16,840.00
Trainings, research and speaking engagements €43,874.14
Donations €1,300.00
Other €6,917.51
**Income total** €193,372.83

OUTGOINGS 2019

Personnel costs (core staff) €104,265.33
External services €14,648.08
Rent, offices, communication €12,241.59
Events, travel €6,280.53
Other outgoings €1,798.41
**Total** €139,233.94
Our Funders

We are grateful to the following foundations, without which CIJ’s work would not have been made possible. We are also appreciative to private donors who support CIJ through regular financial contributions.
## Appendix

### Advocacy Events - 2018

#### March 2018

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<tbody>
<tr>
<td>7</td>
<td>Annual Meeting, Ariadne Human Rights Funders (Paris, FR)</td>
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<td>9</td>
<td>Speaker: Inklusiv 4.0 - Der Plural sind WIR, Neue Deutsche Organisationen (ndo) Bundeskongress 2018 (Berlin, DE)</td>
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#### April 2018

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<tr>
<td>19</td>
<td>Thüringer Landtag - Stellungnahme an Enquetekommission 6/1 (DE)</td>
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<td>20</td>
<td>Speaker: Afro-feminists and Muslim Feminists: Mirroring Struggles? Conference, Kahina, Bamko and the Feminist Circle of the Université Libre de Bruxelles (Brussels, BE)</td>
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<td>24</td>
<td>Strategic Litigation Meeting, CIJ (Berlin, DE)</td>
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#### May 2018

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#### June 2018

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<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>7</td>
<td>Seminar: Feminism and intersectionality in practice, Progressive Alliance of Socialists and Democrats (S&amp;D): Fighting on multiple fronts (Brussels, BE)</td>
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<tr>
<td>7/8</td>
<td>Discussion: Ongoing Struggles. Anti-Discrimination work during the Rise of the Far Right Conference, Jewish Museum (Berlin, DE)</td>
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Appendix

Advocacy Events - 2018

June 2018 cont.

22-4 Closing Speech and Video Interview: Ljubljana Pride (Ljubljana, SI)
28 Speaker: Innocracy Conference 2018, Das Progressive Zentrum (Berlin, DE)

July 2018

5-6 Symposium: Neue Perspektiven - AufErinnerung(en).Narrative.Zukunft, Xart
       Splitta (Berlin, DE)
7 Guest: Intersectionalism, Talking Feminisms Podcast #23 (Berlin, DE)

August 2018

9 Panel: At the Intersections: Being Queer and of Color, CIJ, Bildungswerk Berlin
       Heinrich-Böll-Foundation and Stiftung Deutsche Klassenlotterie (Berlin, DE)
31 Anhörungsverfahren für das Landesantidiskriminierungsgesetz Berlin
       (Berlin, DE)

September 2018

6 Racial Justice Community Exchange on Intersectional Feminism (Berlin, DE)
13 Meeting: 2018 Human Dimension Implementation (Warsaw, PL)
15 Report launch: Les Cahiers du Genre - Intersectionalité et Care, Actiris (FR)
28 Speaker: 3rd Annual Conference on Black Feminism, Womanism and the
       Politics of Women of Colour in Europe, Savvy Contemporary (Berlin, DE)

October 2018

1 Talk: Gender and Intersectionality Conference, Brussels-Capital Region
       Council on Equality between Women and Men (Brussels, BE)
## Appendix

### Advocacy Events - 2018

#### October 2018

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<th>Date</th>
<th>Event</th>
<th>Location</th>
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<tr>
<td>3</td>
<td>Event: Intersectionality in Europe: from theory to practice, ENAR (Brussels, BE)</td>
<td>Brussels, BE</td>
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<td>4</td>
<td>Trialog: Zuwanderung nach Berlin: Welche Chancen und Herausforderungen ergeben sich für die wachsende Stadt?, Technische Universität Berlin (Berlin, DE)</td>
<td>Berlin, DE</td>
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#### November 2018

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<th>Date</th>
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<tr>
<td>2-3</td>
<td>Aktionskonferenz 2018, Campact (Berlin, DE)</td>
<td>Berlin, DE</td>
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<td>8-9</td>
<td>Conference: How is Feminism Changing the World? Democracy, feminist economics, intersectionality, violence, CTXT (ES)</td>
<td>Berlin, DE</td>
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<td>12</td>
<td>Speaker: Menschenrechtspreis 2018 Women’s March (Berlin, DE)</td>
<td>Berlin, DE</td>
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<td>16</td>
<td>Community Meeting, Center for Intersectional Justice (Berlin, DE)</td>
<td>Berlin, DE</td>
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<td>17</td>
<td>Community Open Space, Center for Intersectional Justice (Berlin, DE)</td>
<td>Berlin, DE</td>
</tr>
<tr>
<td>19</td>
<td>Befunde und Handlungsoptionen der Enquete-Kommission &quot;Rassismus und Diskriminierung in Thüringen&quot; und Vorstellung des Zwischenberichts (Erfurt, DE)</td>
<td>Erfurt, DE</td>
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<tr>
<td>21</td>
<td>Rainbow Rights Conference, Tallinn - Ministry of Justice Finland + Ministry of Social Affairs, Estonia (Tallin, FI)</td>
<td>Tallinn, FI</td>
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#### December 2018

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<tr>
<td>13</td>
<td>Talk: Journée syndicale de la CSC sur l’intersectionnité, CSC trade Union (Brussels, BE)</td>
<td>Brussels, BE</td>
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Appendix

Advocacy Events - 2019

January 2019

19  Discussion: Was tun gegen Anti-Choice Allianzen in Europa (Berlin, DE)
20  Podium discussion: MISSY MAGAZINE LIVE in Studio R (Berlin, DE)
30  Inauguration event, DEZIM-Instituts (Berlin, DE)

February 2019

13  Opening Address: European Congress Intersectionality in Local Policies: Experiences, Tools, Debates, City of Terrassa (Terrassa, ES)
17  Opening Address: Closing of the Jahr der Frau Event, Schwules Museum (Berlin, DE)
20  Kinohighlight DIE BERUFUNG: Biopic über Ruth Bader Ginsburg (Berlin, DE)

March 2019

1   Anti-Rassismuskonferenz, LINKE-Franktion im Bundestag (Berlin DE)
7   Panel: Chance Sicherheitsratssitz - was fehlt zu einer feministischen Außen- und Sicherheitspolitik?, Center for Feminist Foreign Policy (DE)
15  Recording, French National Assembly (Paris, FR)
28  Intersectionality Panel, Biennale Democrazia (Turin, IT)

April 2019

4   Bad Belzig PhD Women Retreat, University of Potsdam (Potsdam, DE)
6   Keynote: Cracking the Ceiling Conference, Hertie School of Governance (Berlin, DE)
Appendix

Advocacy Events - 2019

April 2019 cont.

6  Barack Obama Townhall (Berlin, DE)
6  Presentation: TAZ Lab - Presenting CIJ, TAZ (Berlin, DE)
9  Speaker: NOW Talk Secret Concert Series (Berlin, DE)
25 FES Podiumdiskussion: Verlorene Mitte - Feindselige Zustände (Berlin, DE)
28 Kimberle Crenshaw Gala, Center for Intersectional Justice (Berlin, DE)

May 2019

10 Diskussion: Sociale Herkunft in der Arbeitswelt Konferenz, Charta der Vielfalt (Berlin, DE)
15 Event: What's Up with Class?!, Center for Intersectional Justice (Berlin, DE)
16  Keynote: Reflections on Diversity and Inclusion - Past, Present and Future, EU Diversity Charters’ Annual Forum (Brussels, BE)
20 Panel diskussion: Zukunftskongress: Mit Recht und Courage, EAF + DJB (Berlin, DE)
20 Event: Natascha Kelly, HAU Hebbel am Ufer Bachlaunch (Berlin, DE)
23 Guest Lecture: Masterclass Intersectionality, Alice Salomon Hochschule (Berlin, DE)
24 Office warming: Factsheet Debut, Center for Intersectional Justice (Berlin, DE)
28 Panel: Mythbusting Intersectionality, African American Policy Forum, University of Westminster (London, UK)
29 Panel: Intersectionality at 30: A Celebration, London School of Economics (London, GB)
Appendix

Advocacy Events - 2019

June 2019

3 From the Margins: Intersectionality Perspectives in German Media, Universität der Künste (Berlin, DE)
6 Panel, Deutscher Stiftungstag Konferenz (Mannheim, DE)
11 Lecture, Humanity in Action (Berlin, DE)
13 Masterclass, Open Society Foundation (Berlin, DE)
17 Strategic Litigation Workshop, CIJ and Open Society Justice Initiative (Berlin, DE)
17 Videoconference, CRT (Paris, FR)
18 Strategic Litigation Workshop, CIJ and Open Society Justice Initiative (Berlin, DE)
19 Keynote: Kick Off-Veranstaltung Netzwerke von Migrant_innenorganisationen, NeMO (Berlin, DE)

July 2019

2 Projektuorstellung, University of Potsdam (Potsdam, DE)
10 Panel: Circular Futures Series: Circular Society, CRCLR GmbH (Berlin, DE)
19 Reading Group with Edna, Center for Intersectional Justice (Berlin, DE)

September 2019

6 Reading Group: How Do We Decriminalize Migration? (Berlin, DE)
6 Vernetzungstruffen, Viefalt Grünen (Berlin, DE)
7 Veranstaltung: Begegnung für Frauen* mit Kopftuch, CIJ, im Rahmen des Bündnisses #GegenBerufsVerbot (Berlin, DE)
24 Keynote: High Level Conference on Advancing LGBTI Equality in the EU: from 2020 and Beyond, European Commission (Brussels, BE)
Appendix

Advocacy Events - 2019

October 2019

2  Panel: Intersektionalität und Belonging, INSAN konferenz (Berlin, DE)
10 Panel: Kitchen Table, Ballhaus (Berlin, DE)
12 Speech, Fridays for Future Day (Berlin, DE)
19 Keynote: Anti-Racist Forum 2019: No Single Struggle (Helsinki, FI)
24 Speaker, Helsinki Gender Equality Conference (Helsinki, FI)
27 Panel, DE-HEIMATIZE BELONGING Conference, GORKI Theater (Berlin, DE)
29 Drehseminar: Interkultur, University of Dresden (Berlin, DE)

November 2019

1  Talk, DICE (Berlin, DE)
8  Panel: Against the Toxic: Acts of Disobedience, Interdependence and Vulnerability, SAVVY Contemporary (Berlin, DE)
12 Keynote, International Labor Organization Gender Academy (Turin, IT)
12 Panel: KOOKread: Big Witch Energy / Crossroads of intersectional Feminism, ACUD Club (Berlin, DE)
13 Eröffnungsfeier Freie Universität Berlin Master (Berlin, DE)
14 Speaker, DIVERSITY Konferenz (Berlin, DE)
15 Inaugural Conference: Gender, Intersectionality and Politics, Otto-Suhr-Institut der Freien Universität Berlin (Berlin, DE)
30 Commencement Speech: Graduation Ceremony, JFK Institute of North American Studies Freie Universität Berlin (Berlin, DE)
Appendix

Advocacy Events - 2019-2020

December 2019


February 2020

2  Speaker, Lallab Day Paris (Paris, FR)

4  Talk Centre Bruxellois d’Action Interculturelle (Belgium, BE)

10 Roundtable meeting - Research on impact of counter-terrorism and counter-radicalisation measures on groups at risk of racism (Berlin, DE)

18 Keynote Intersectional Feminism Conference European Parliament (Brussels, BE)

21 Speaker, Bundeskongress neuen deutschen organisationen e.V. (Berlin, DE)

22 Talk: Intersectionality & Artificial Intelligence, Berlinale (Berlin, DE)

27 Speaker: BIPOC Perspectives on Sustainability and the Climate Crisis, Greenbuzz (Berlin, DE)
Appendix

Publications

2018

Mar, 6
Intersectionality in Europe: A Depoliticized Concept?, Article in the Völkerrechtsblog by Dr. Emilia Roig.

May, 22

Aug, 17
Intersectionality: Analysis of the transposition of the concept of intersectionality in the context of reforming tools to promote diversity and combat discrimination, CIJ report commissioned by Actiris Brussels authored by Prof. Hourya Bentouhami & Rym Khadhraoui, LL.M.

2019-20

Sept, 18
Intersektionalität in Deutschland; Chancen, Lücken und Herausforderungen (Intersectionality in Germany; opportunities, gaps and challenges), CIJ report commissioned by the DeZIM-Instituts edited by Nelly Holjewilken, Saboura Naqshband, Henrike Scholz.

2020
Intersectional Discrimination in Europe: relevance, challenges and way forward (forthcoming), CIJ report commissioned by the European Network Against Racism (ENAR).

2020
Intersectionality at a glance - Factsheet, researched and developed by CIJ.
## Appendix

### Training

#### January 2019

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<tr>
<th>Date</th>
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<td>München Leaders Academy Allianz Stiftung (Starnberger See, DE)</td>
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# Appendix

## Training

### September 2019

| 18 | DeZIM Vorstellung (Berlin, DE) |

### October 2019

| 17 | ThoughtWorks (Berlin, DE) |
| 30 | Gorki Workshop YCA (Berlin, DE) |

### November 2019

| 1  | Study Visit - Gender, Equality and Sexuality in Scandinavia (Berlin, DE) |
| 14 | Robert-Bosch-Stiftung (Berlin, DE) |
| 18 | Ableton Loop Training (Berlin, DE) |
| 27 | Robert-Bosch-Stiftung (Berlin, DE) |

### January 2020

| 16 | TAZ Training (Berlin, DE) |
| 17 | TAZ Training (Berlin, DE) |
| 20 | Webinar European alternatives |

### February 2020

| 5  | Centre Bruxellois d’Action Interculturelle (Belgium, BE) |
| 11 | Human Rights Watch (Berlin, DE) |
| 25-27 | Human Rights Watch (Paris, FR) |
Appendix

Team

We are a global network of leading lawyers, academics, practitioners, writers, and journalists striving for equality. We pool our expertise, critical perspectives, creativity and extensive experience to protect and promote the rights of those structurally marginalized in our European societies.

Executive Board

*The CIJ Executive Board provides strategic guidance for the CIJ.*

Prof. Kimberlé Crenshaw  Dr. Emilia Roig

Advisory Board

*The CIJ Advisory Board incorporates critical insight and expertise for the CIJ’s work.*

Anastasia Crickley  Dr. Eddie Bruce Jones  William Bila
Benedicte Jeannerod  Rokhaya Diallo  Dr. Yasemin Shooman
Prof. Chandra Talpade Mohanty  Vincent Warren

Team

*The CIJ’s incredible staff, interns and volunteers work together to raise awareness and transform the discourse on intersectionality through our work.*

Staff

Dr. Emilia Roig  Miriam Aced  Linh Müller

Interns and Volunteers

Cienna Davis  Didiane Avokpo  Manon Fabre
Leena Halees  Fenja Akinde-Hummel  Bahar
**Associated Experts**

CIJ’s network of associated experts provides expert insight, critical analysis and diverse perspectives of intersectionality.

Dr. Alexander Tischbirek  
Amandine Gay  
Dr. Angéla Kócze  
Dr. Cengiz Barskanmaz  
Clémence Zamora Cruz  
Elisa Rojas  
Prof. Encarnacion  
Gutierrez Rodriguez  
Prof. Fatima El-Tayeb  
Hanane Karimi  
Dr. Hannah Tzuberi  
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Dr. Zowie Davy  
Aida Bekele  
Canan Turan  
Isidora Randjelović  
Dr. Anna Katharina Mangold  
Rym Khadhraoui  
Sara Mohammed  
Dr. Sultan Doughan  
Dr. Zülfukar Çetin

**Research Fellow**

Lynette Mayowa Osinubi
Why Do Socio-Political Categories Matter?

Identities are socially, politically and historically constructed, meaning that they have been shaped by century-long processes of defining societal norms and deviations from these norms. Identity is flexible, contextual, and multi-dimensional, and is shaped by many different factors. Identities are constantly in formation. Socio-political categories attempt to capture the various facets of our identities. They are meant to capture the processes of inequality and discrimination within society as well as underlying issues of power, oppression, hierarchisation and domination (32).

Key features of identity, including race and ethnicity, religion, sexual orientation, gender, social class, age, disability and differently abled, determine our daily experiences and shape the types of challenges and opportunities we face in society. Although many socio-political categories are social constructs, they create tangible effects and consequences on people’s lives. Access to resources and power often depend on what combination of socio-political categories an individual represents.

Ableism
Describes the systemic, structural, historical and interpersonal discrimination towards people perceived to have disabilities, whether visible, invisible, physical, cognitive, sensory and/or mental disabilities, including people with chronic health conditions. Grounded in negative stereotypes about disability, based on the construction of people without disabilities as the universal superior norm, as well as subjective and discriminatory definitions of "healthy". Ableism upholds systemic inequities and lack of access to economic, cultural and political resources, resulting in social exclusion, marginalization and systemic oppression. Ableism is a system which constructs, depicts and treats people with disabilities as inferior and less valuable as people without disabilities.

Anti-Asian racism
Describes the negative bias, and systemic and interpersonal discrimination towards people of Asian descent on the institutional or individual level. Grounded in colonial, racist stereotypes, anti-Asian racism upholds systemic inequities, resulting in social exclusion, marginalization and systemic oppression.
Anti-Black racism
Describes the negative bias, and systemic and interpersonal discrimination towards people of African descent on the institutional or individual level. Grounded in colonial, racist stereotypes, anti-Black racism upholds systemic inequities, resulting in social exclusion, marginalization and systemic oppression.

Anti-Indigenous Racism
Describes the negative bias, interpersonal and systemic discrimination towards indigenous peoples within Europe (i.e. the Sámi in Northern Europe) and within current and former European colonies at the historical, institutional and structural level. Grounded in colonial racist stereotypes, anti-Indigenous racism upholds systemic inequities resulting in cultural genocide, land dispossession, marginalization, social exclusion and systemic oppression.

Anti-Muslim racism/Islamophobia
Describes the negative bias, and systemic and interpersonal discrimination towards people who practice Islam and/or are perceived to be Muslim, on the institutional or individual level. Grounded in colonial racist stereotypes, anti-Muslim racism upholds systemic inequities, resulting in social exclusion, marginalization and systemic oppression. Islamophobia is the fear, hatred of, or prejudice against Islam and Muslims generally, especially when seen as a geopolitical force or the source of terrorism.

Anti-Semitism
Describes the negative bias, and systemic and interpersonal discrimination towards people who practice Judaism and/or are perceived to be Jewish, on the institutional or individual level. Grounded in colonial and pre-colonial racist stereotypes, anti-Semitism upholds systemic inequities resulting in social exclusion and marginalization. Conspiracy theories about Judaism or people perceived to be Jewish, as well as Holocaust denial are also forms of anti-Semitism.

Anti-Roma racism
Describes the negative bias, and systemic and interpersonal discrimination towards Roma, Sinti, Travellers, Ashkali people, including other subgroups collectively referred to as ‘Romani people’, at the institutional, structural, historical or individual level. Grounded in colonial and pre-colonial racist stereotypes, anti-Roma racism upholds systemic inequities resulting in social exclusion, marginalization and systemic oppression.
Bias
Describes the prejudice or preference for one person or group over another resulting in unfair advantages. This includes conscious and unconscious beliefs usually grounded in social norms and stereotypes, and results in upholding and replicating structural inequities.

BiPoC/IBPoC
An acronym that stands for Black, Indigenous (or Indigenous Black) and People of Colour that acknowledges how systemic racism more acutely marginalizes Black and Indigenous people than other racial minorities.

Capitalism
Refers to an economic system in which the means of production are owned and controlled by private individuals or organizations (as opposed to states), and whereby the operation of profits and distribution of goods is determined by a free and competitive global market. This includes private property, capital accumulation, wage labour, etc. Capitalism rests on the international, ethnic, racial and gendered division of labor, which creates labor markets stratified by race, gender, nationality, migration status and class.

Cisgender
Describes the identity of people whose sex assigned at birth corresponds with their gender expression and identity.

Cissexism
Describes the systemic privileging of cisgender people through negative bias, attitudes and discrimination of transgender, genderqueer, non-binary and Two-spirit people. While part of cissexism, transphobia acknowledges the interpersonal and systemic discrimination directed specifically at transgender, non-binary, genderqueer and Two-spirit people. cissexism reinforces the socially constructed notion of gender as binary, which is based on biologically defined categories, but is nonetheless scientifically inaccurate and do not reflect various cultural conceptions of gender.

Cognitive Bias/Implicit Bias
Refers to negative associations held by people unconsciously that can affect their judgments and decision-making even if they are not aware that these biases exist. Implicit bias can lead to behaviour that diverges from a person’s explicitly stated attitudes or intentions.
Colonialism
Describes a policy or practice of domination whereby one nation seeks to fully or partially assert control and authority over another so-called ‘inferior’ or ‘uncivilized’ nation and their territory. This usually results in the economic, political, and social dominance, subjugation, and exploitation of a people, their land, resources, cultural and social institutions, political and governmental structures, ways of life, etc.

Disability
Describes the lived experience of social and environmental barriers that limit the full participation of people who are Deaf or mute, people who have chronic health conditions or cognitive, mental, physical or sensory disabilities. Disabilities can include visible and invisible issues such as intellectual, cognitive, neurological, psychiatric, sensory, and/or physical conditions. Due to stigma and discrimination, people may choose to identify as disabled, differently abled or explicitly name their health condition.

Disaggregated Data
Refers to data that has been broken down into detailed subcategories to determine correlations and trends. For example, while aggregated data may reveal the global average life expectancy of humans, disaggregated data would reveal the average life expectancy differences between women and men in Germany.

Discrimination
Describes the process of unfair treatment of categories of people based on social constructs and ideologies. Negative bias and attitudes result in structural discrimination as a result of conscious and unconscious beliefs becoming embedded in institutional systems, policies and organizational practices (33). Structural discrimination, or institutional discrimination, ensures legal and economic privileges of a specific group thereby maintaining and reinforcing socio-political hierarchies (34).

Equality
Describes the condition of equal treatment of all people. As a systemic process, equality prescribes that support and opportunities should be allocated to all people and only works if everyone starts with the same advantages.

Equity
Describes equality in outcomes through a recognition of structural differences that render some to have more disadvantages than others. An
example of this is accessibility policies that ensure people with disabilities are entitled to barrier-free work environments.

**Heterosexism**
Describes the systematic privileging of heterosexual relationships through negative bias, attitudes and discrimination of non-heterosexual orientations. This includes lesbian, gay, bisexual, asexual, queer, pansexual, questioning, and all other non-heterosexual orientations.

**Hierarchy**
Refers to a ranking system whereby members of society are arranged based on their level of status, authority, or power from ‘most inferior’ to ‘most superior’ in importance or value. For example, a higher ranking based on such a hierarchical scale indicates a higher level of privilege and importance for someone who is from a higher socio-economic class, and vice versa.

**Patriarchy**
Describes the familial, social, structural and institutional rights, and allocation of resources and benefits given to men. Patriarchy asserts that men are entitled to these privileges thereby leading to unequal gender roles and the disenfranchisement of women, hence resulting in gender inequity. Sexism is not simply a byproduct but also a reinforcing system that upholds patriarchal systems and practices. Misogyny, homophobia, transphobia and sexism are byproducts of patriarchy, because they rest on the rigid gender binary and the superiority of the masculine realm.

**Person of Colour | PoC**
A term that refers to all self-identified racialized people whose experience of marginalization varies from that of people who are not racialized.

**Race**
A social, political and historical construct based on white supremacy, which originated in the 15th century to hierarchize groups of people according to arbitrary physical and phenotypic attributes. The hierarchies of power that underlie race are the basis for the domination and subjugation of certain groups of people over others. Race-based differences were originally grounded in inaccurate scientific, biological studies intended to legally justify colonialism, genocide, plunder and slavery, but were later scientifically disproven. These theories have been replaced by a culturalist framing of race (35).
Racialization
Describes the process by which a person is categorized or differentiated based on their membership to a racial, ethnic, or religious group. Typically, this form of categorization or differentiation is based on assumptions, stereotypes, and implicit biases. Since race is a construct, categories which are not necessarily tied to skin color such as ethnicity, religion, nationality and language may undergo a process of racialization. Racialization occurs when difference is established between two or more groups, when this difference is placed in a hierarchy, and when the group constructed as superior holds political, economic and cultural power.

Racism
Describes the privileging of one race over others through a system of hierarchization, negative bias, attitudes, prejudice, privilege and discrimination based on socially and historically constructed racial hierarchies. The contemporary system of racism privileges whiteness by creating attributes whereby, people belonging to African, Asian, Indigenous, Latinx, Pacific-Islander racial or ethnic groups are considered inferior based on these constructs, resulting in unequal individual, systemic and institutional treatment (36).

Reverse racism
Refers to the argument that white people are also subject to racism. This argument ignores the fact that racism arises through a confluence of racial prejudice and the power to enforce it, which only then produces discrimination and oppression. So although white people can experience racial prejudice, systemic power relationships that privilege and reproduce whiteness preclude reverse racism.

Sexism
Describes the systemic privileging of the masculine over the feminine gender, upheld by negative bias, attitudes and discrimination. Grounded in patriarchy and stereotypes, the contemporary notions of sexism deem men superior to women resulting in gender inequity. Sexism is a byproduct of patriarchy, just as homophobia, cis-sexism, transphobia, binarism and heteronormativity.

Social Construct
Refers to an idea or theory that, opposed to being an objective or natural reality, is believed to exist because humans have come to assume it does based on their social contexts or socialization processes, e.g. gender binary, biological determinism, race.
**Transgender**  
Describes the gender identity of someone whose sex assigned at birth differs from their gender identity and expression.

**White Supremacy**  
A belief grounded in 17th century racism and colonial imperialism that asserts that white people are superior to People of Color and are therefore entitled to economic, political and social privileges. White privilege has enabled a system of white domination, which normalizes existing racial inequities (37).

**Women***  
The term includes all self-identified women, including cisgender, transgender, genderqueer, intersex, and femme-identified people across the gender spectrum. The * (asterisk) highlights the importance of including all types of feminine self-identifications that go beyond the cisgender woman category in order to be inclusive of those who are affected by patriarchy, heterosexism, and cissexism. The *(asterisk) ensures trans-inclusive language.

**Women* of Color | W*oC**  
A term that includes all self-identified racialized women who experience struggles that are different from white-identifying women’ (38).
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