

FEMINISM & FEMINIST THEORY

INTERSECTIONALITY

ADVOCACY SKILLS

INTERNATIONAL WORKSHOP IN ESBJERG, DK
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Equal Futures

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Gender Equality Reflection

In 45 seconds, everyone:

Which concept or statistic resonated most with you?

Why?

Today's Agenda

1 Volunteer / country group:

- What FEMINIST THEORY is about?
- What is INTERSECTIONALITY?

ADVOCACY Skills - What does it refer to?



INTRODUCTION TO

FEMINISM is both a **movement** and a **set of ideologies** advocating for the **political, economic, social, and cultural equality of all genders**, with a focus on addressing and dismantling systemic inequalities faced by women and marginalized genders.

- UN Women (2020): *Feminism seeks to empower women and challenge patriarchal norms that limit opportunities and perpetuate inequality*
- Bell Hooks (2000): *Feminism is a movement to end sexism, sexist exploitation, and oppression* [all individuals affected by gendered oppression, not just women]



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INTRODUCTION TO FEMINIST THEORY

Feminist Theory is an **analytical framework** that examines how gender intersects with power, oppression, and inequality in social, cultural, and political systems.

Key Aspects of Feminist Theory

- **Critique of Patriarchy:** Analyzes the systemic power structures that privilege men and marginalize others.
- **Intersectionality:** Examines how race, class, gender, sexuality, and other identities overlap and shape experiences of oppression (Crenshaw, 1989).
- **Agency and Empowerment:** Focuses on individuals' and groups' ability to challenge and reshape societal norms.

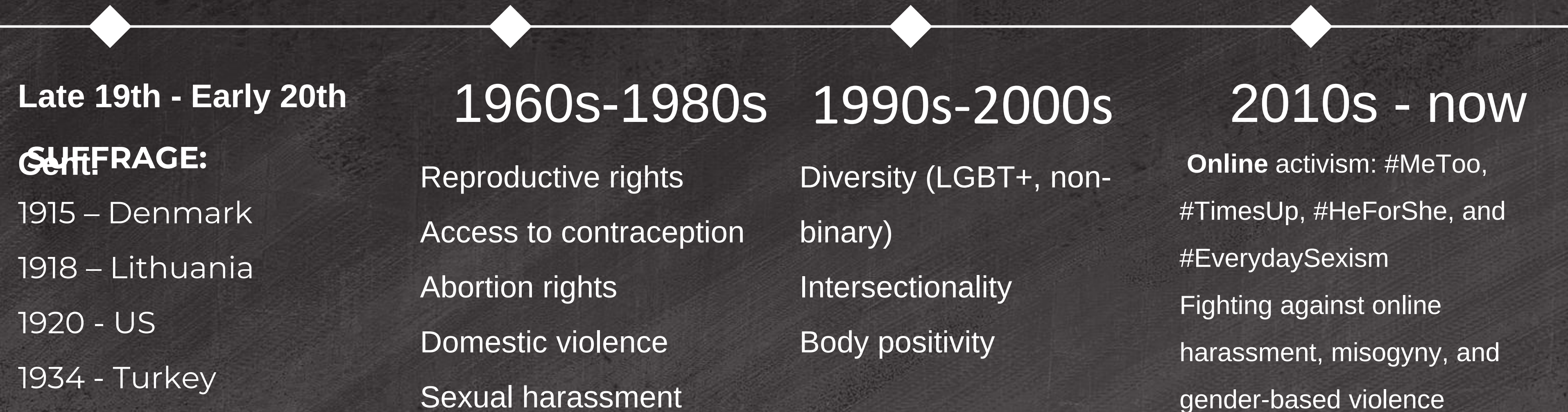
THE HISTORY OF WOMEN'S RIGHTS



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WAVES OF FEMINISM



Core Principles Today

1. Gender Equality: equal rights, opportunities, and access to resources. Ex: closing gender pay gaps, equitable representation in leadership roles, and dismantling structural barriers.

2. Intersectionality: discrimination based on the intersection of different identities, including race, class, sexuality, disability, and gender. Ex: women of color also LGBTQ+ individuals.

3. Reproductive Rights and Bodily Autonomy: the right to make decisions about their own body, including access to contraception, abortion, and healthcare.

4. Advocacy Against Gender-Based Violence: Ending violence and harassment against women and marginalized genders in all forms.

5. Social and Cultural Transformation: Deconstructing societal norms and stereotypes that perpetuate sexism and patriarchy in family, media, education, and workplace policies

6. Economic Justice: address pay disparities, unpaid labor, and access to economic opportunities

7. Emphasis on Agency and Empowerment: Empowering individuals to make their own choices and lead their lives authentically without societal restrictions.

8. Environmental Feminism: Recognizing the intersection of environmental issues and gender

9. Continuous Reflection and Evolution: Feminism and feminist theory adapt to changing societal contexts and critiques to remain relevant.



10 min. BREAK ?



INTERSECTIONALITY



Kimberlé Crenshaw

American Civil Rights Advocate
Professor, UCLA School of Law and
Columbia Law School

Do you know cases of intersectionality?

Tell us the story

Here are some cases. What can we do?

Example - Women of Color in the Workplace

A Black woman faces both racism and sexism in her workplace

Example - Immigrant Women in Low-Wage Jobs

An immigrant woman working in domestic labor may face xenophobia, sexism, and economic exploitation.

She might be paid less than male or native-born workers and face harassment with little legal recourse.

Example: Muslim Women and Islamophobia

A Muslim woman wearing a hijab experiences religious discrimination in public spaces and sexism tied to assumptions about her agency or beliefs.

Example: LGBTQ+ People and Housing Discrimination

A transgender woman of color faces discrimination when seeking housing. She experiences transphobia from landlords and racism within broader social contexts.

OBSTACLES WE STILL FACE

**Let's list together the obstacles we
still face to obtain gender equality
(as a general term)**



**LUNCH
BREAK
1 HOUR**

ADVOCACY SKILLS IN FEMINISM



ADVOCACY SKILLS IN FEMINISM



Any thoughts about what Emma Watson said?

Examples of recent feminist campaigns?

Is it still important today?

What does it take to advocate for feminism?

What skills are needed?



Hands-on Activity: ADVOCACY STRATEGY

STEP 1: Group Formation (4 people/group) & Issue Selection (5 min.)

Each group selects a feminist issue [Examples: Gender pay gap.

Reproductive rights. Gender-based violence, Unpaid care and domestic work, Women in leadership / politics etc.]

STEP 2: Campaign Design (30 min.)

STEP 3: Present the Campaign (5 min./group)

Present your campaign as pitching it to stakeholders.

DEFINE THE PROBLEM

- What is the issue?
- Why does it matter?
- Provide statistics or examples (research).

SET GOALS

- What changes do you want to achieve? (e.g., a policy change, increased awareness, community action).

TARGET AUDIENCE

- Who needs to hear your message (e.g., policymakers, community members)?

CRAFT THE MESSAGE

- Develop a clear and compelling advocacy message / slogan.
- include a story

PLAN AN ACTION

- Tangible advocacy activity (e.g., a social media campaign, a petition, a community workshop).

DEVELOP A CALL TO ACTION (CTA)

- How will you engage your audience to support your cause?



RESOURCES

Some suggested readings about feminism and intersectional feminist:

- *Feminist Theory: From Margin to Center* by Bell Hooks. An essential reading in feminist theory, for those who want to delve deeper.
- *Feminism is for Everybody* by Bell Hooks:. A primer in feminism, with lots of enthusiasm.
- *The Gender Knot* by Allan G. Johnson. An introduction to patriarchy and feminism; great for history and terminology.
- *Masculinities* by R.W. Connell. A groundbreaking book on traditionally masculine identities and power dynamics.
- *The Men and the Boys* by R.W. Connell. Further insights into issues around contemporary notions of masculinity.

Many free books that discuss feminism and social justice (including some from this list) can be found [here](#)

- YWCA Australia - *Advocacy Intersectional Feminist Toolkit* [here](#)
- UN WOMEN - *Intersectionality Resource Guide And Toolkit* [here](#)
- Action Aid - *Intersectional Feminist Discussion Toolkit* [here](#)

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CLOSING REFLECTION

"KEY TAKEAWAYS" – 5

min

1 thing you
learned today

1 CHALLENGE
you foresee in
applying this
knowledge.

1 ACTION you
commit to
taking in your
work.




Handouts: Policy Recommendations & Best practices for Youth Workers



- Gender Equality Matters - Tackle gender stereotyping, gender-based bullying and gender-based violence. A primary school teachers handbook – [here](#)
- Gender Equality Toolkit for Primary Schools, Education Scotland – [here](#)
- UNHCR Gender Equality Toolkit – [here](#)
- UNHR Gender stereotypes and Stereotyping and women's rights – [here](#)
- European Commission - The Gender Equality Strategy 2020-2025 – [here](#)
- Gender equality training handouts – [here](#)
- UN WOMEN - [Intersectionality resource guide and toolkit](#)
- UN WOMEN - [Self-Learning Booklet: Understanding Masculinities and Violence Against Women and Girls](#)
- [Toolkit on gender-sensitive communication](#)
- UN WOMEN - Gender Equality Accelerators – [here](#)
- Intersectional Feminist Discussion Toolkit - [here](#)

Thank you!

Project website:

 <https://equalfutures.eu/>

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