research in practice

Tool 8: Intersectional reflection on divisions and connections

This tool considers the fragmentation and connection in systems, particularly the systems we work in, and how we can make these visible so that changes can be made.

Exercise one:

Spend a day where you notice the borders and divisions and categories around you at work.

Make a note of what you see.

Exercise two:

Spend a day where you notice the connections.

Make a note of what you see.

Reflective questions:

> How does the system you work in categorise and divide people?

> How does the system you work in enable connections between people with different experiences

> Where did you see opportunities to enable more connection and less division? Where would you be able to effect changes?

You may find these thoughts from those who took part in the Change Project helpful:

> *'You often notice that each service has its own remit and bringing everyone together is hard...people only see their bit; someone has to see the whole picture.'*

> *'If voices aren't heard, they're not included.'*

> *'There is not a holistic assessment of needs and that each point raised is treated in isolation.'*

> *'I think often in social care we are presented with the 'meeting/not meeting threshold' which is the established practice and sometimes can lead to people not accessing support because of threshold based on subjective rules.'*

> *'One of the things that frustrates me the most is that when you try draw support from different agencies, often I feel that agencies/organisations act as gatekeepers instead of enablers/supporting.'*