Tool 9: Drawing the intersecting system

This tool helps you to make inequity in the adult social care visible so you can see how to change it.

This tool is similar to tools 4, 16, 20 and 24, where we use the analogy of the intersection to map out how oppression and power intersect. We use the tool here to map out inequities in the adult social care system. In addition to mapping out the intersection of inequities, naming the roads, vehicles, collisions and impact of the intersecting system enables us to analyse how to reduce people's injuries through empowerment and building on strengths.

Start by imagining or looking at a traffic intersection:

Step one: Name the roads of inequity that intersect in adult social care in your local area

Take a piece of paper and place people in the middle. Draw the roads that meet at the crossroads (where the people are placed).

The roads of inequity include:

> ableism
> ageism
> capitalism
> caste
> class
> colonialism
> heteronormativity
> imperialism
> patriarchy
> racism,
> sexism,
> trans/homophobia

Roads of inequity include structures and dominant ideas.

Step two: Name the vehicles of oppression

Name the vehicles on the different roads.

The vehicles on the roads of inequity are the mechanisms that drive oppression and discrimination. For example, vehicles of racism include language, attitudes and behaviours. Vehicles of oppression include strategies that silence or undermine people, such as exclusion, stigma and poverty.

Step three: Describe the crash/collision at the intersection

Describe why and how the vehicles are crashing into people and communities.

Note why and how vehicles of oppression are reckless. Dangerous driving could arise from privilege, bureaucracy, labelling, fear.

Describe the protective factors that lessen the likelihood of the crash.

Step four: Describe the injuries to people and communities in your local area

Describe how people are harmed by the crash.

The injuries of oppression are located within both the lived experience of people and the context.

Describe the strengths that lessen the impact of the crash.

For more information see:

Nayak, S. (2022). An intersectional model of reflection: is social work fit for purpose in an intersectionally racist world? *Critical and Radical Social Work,10*(2). bristoluniversitypressdigital.com

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

> *'The system is geared against certain groups of people for example black women are more likely to die in hospital care and young black men are more likely to be arrested.'*

> *'We need to listen to learn, to understand the systematic barriers that people from marginalised groups may face.'*

> *'Co-production can redesign an equitable system, for example Social Care Futures vision, compared with the 'professional gift' model.'*

> *'There is a need for clear acknowledgement that we also need to be taking action to challenge at a systemic level.'*