

Tool 21: Community of intersectional practice

This tool supports you to set up a community of practice, or use an existing one, as a place to share learning and grow expertise in using the lens of intersectionality.

Wenger (1998) described a community of practice as a set of individuals who are connected through social relationships.

These relationships emerge so that individuals can perform their work.

Through the community, members develop a shared repertoire of resources, experiences, stories, tools and ways of addressing recurring problems; that is a shared practice.

They develop knowledge through participation to advance their shared goal.



Reflective questions:

- > Who needs to be part of the community?
- > What activities will enable the community to come together?
- > How will we build the knowledge of the community (for example, using this resource)?
- > How will we share learning within the community (for example, using the tools in this resource)?
- > How will we extend the community?

Reference:

Wenger, E. (1998). *Communities of Practice: Learning, Meaning and Identity*. Cambridge, UK

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

The sessions around intersectionality helped us to:

- > *'Create a community of support.'*
- > *'Have a sense of belonging.'*
- > *'Have time to reflect.'*
- > *'Have the opportunity to honestly share experience in a safe place.'*
- > *'Enable a commitment for anti-discriminatory practice and bring this to the heart of practice.'*
- > *'Receive up-to-date knowledge and share this further.'*
- > *'Receive the knowledge and tools to effect change.'*
- > *'Create change – intersectionality is not static.'*