



TUTOR

Teachers' upskilling aiming at a holistic inclusivity in learning

Introduction to Inclusive Education Strand Five

Intersectionality and multiple identities

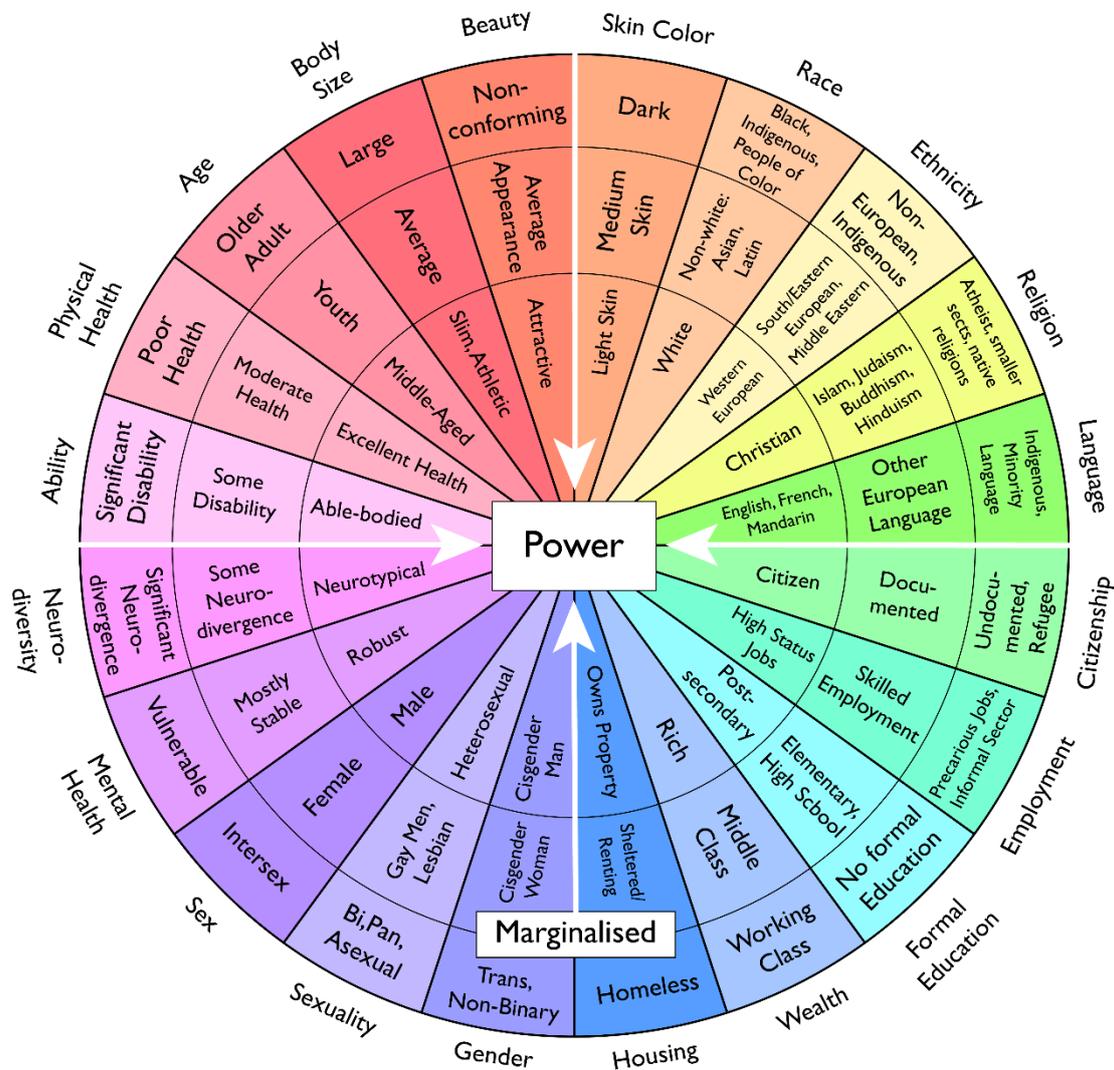
Activities booklet



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The TUTOR Project Wheel of Power and Privilege



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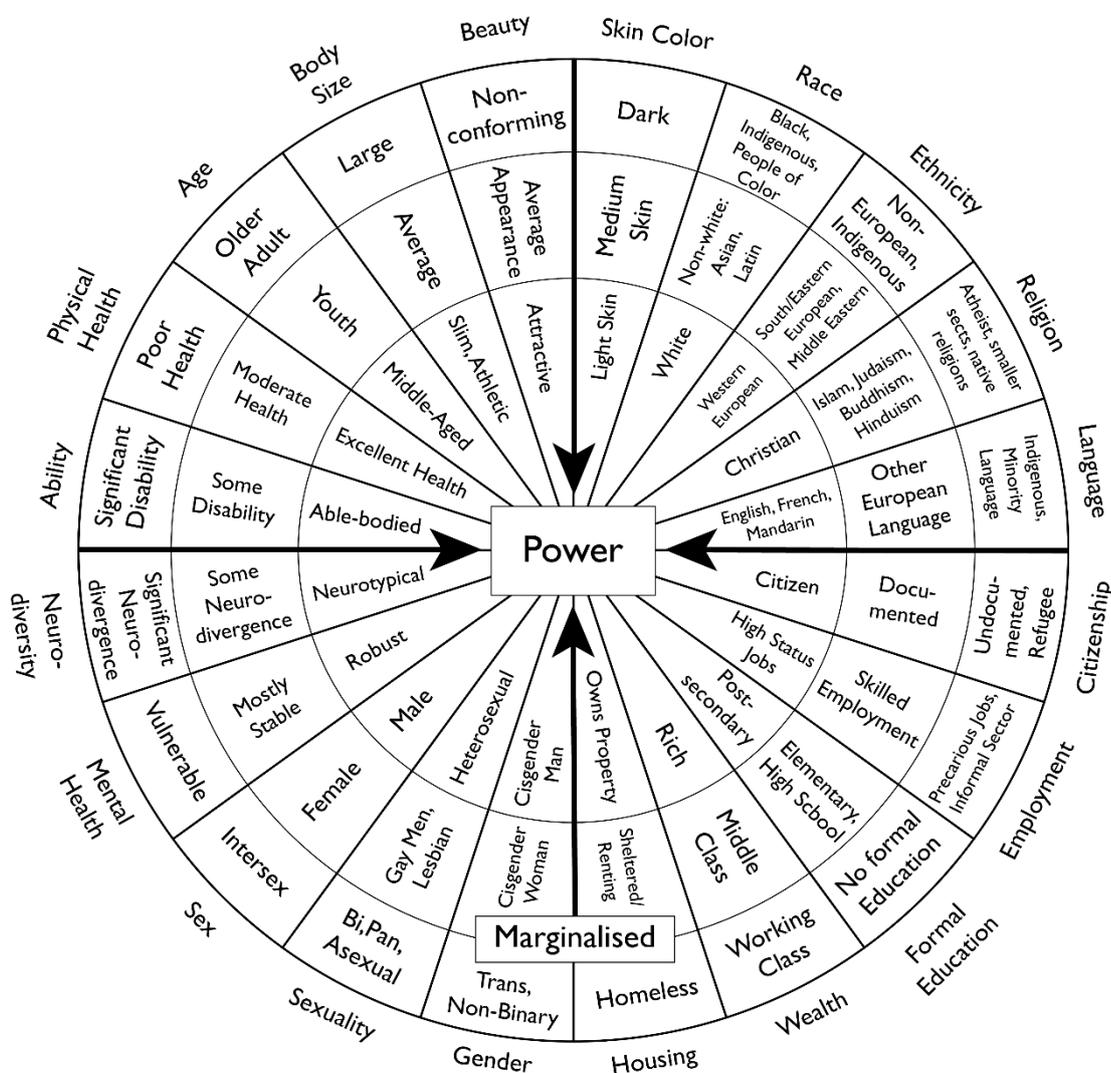
Activity One:

Examine the TUTOR intersectionality tool:

1. Is there anything you would change?
2. Do you disagree with any placements?
3. Is there anything missing?
4. What would you add?
5. Is this tool supposed to encapsulate everything that intersectionality is? Is it able to?

Activity Two:

Colour in each of the sections as they apply to you and your identity. Consider, overall, how you sit on the wheel. Are you closer to the position of power and privilege than you thought? Are you further away from the position of power than you thought? Do you experience 'double discrimination'?



Activity Three:

Using the template at the back, colour in each of the sections according to the scenarios below. What do you notice?

Scenarios:

1. You become a CEO or top-level manager.
2. You have moved to a country where the colour of your skin is no longer the dominant skin colour.
3. You inherit 100,000 euros.
4. You are involved in an accident and now have life altering injuries which affect your ability to be independent.
5. Your mental health declines drastically.
6. You win 2.5 million euros in the lotto.
7. Your house is flooded in a freak flood and is beyond repair. You are now homeless.
8. You are diagnosed as Neurodivergent.
9. You marry a person who is a social class above you.
10. They have made heterosexual marriage illegal where you live.
11. You find out that you are expecting triplets.
12. You are old. Your partner, who was your carer, dies unexpectedly.
13. Your religion becomes illegal where you live.
14. You are no longer allowed to make your own medical decisions due to legislation passed by your country's government, as you are now seen as lacking the capacity to make these types of decisions.

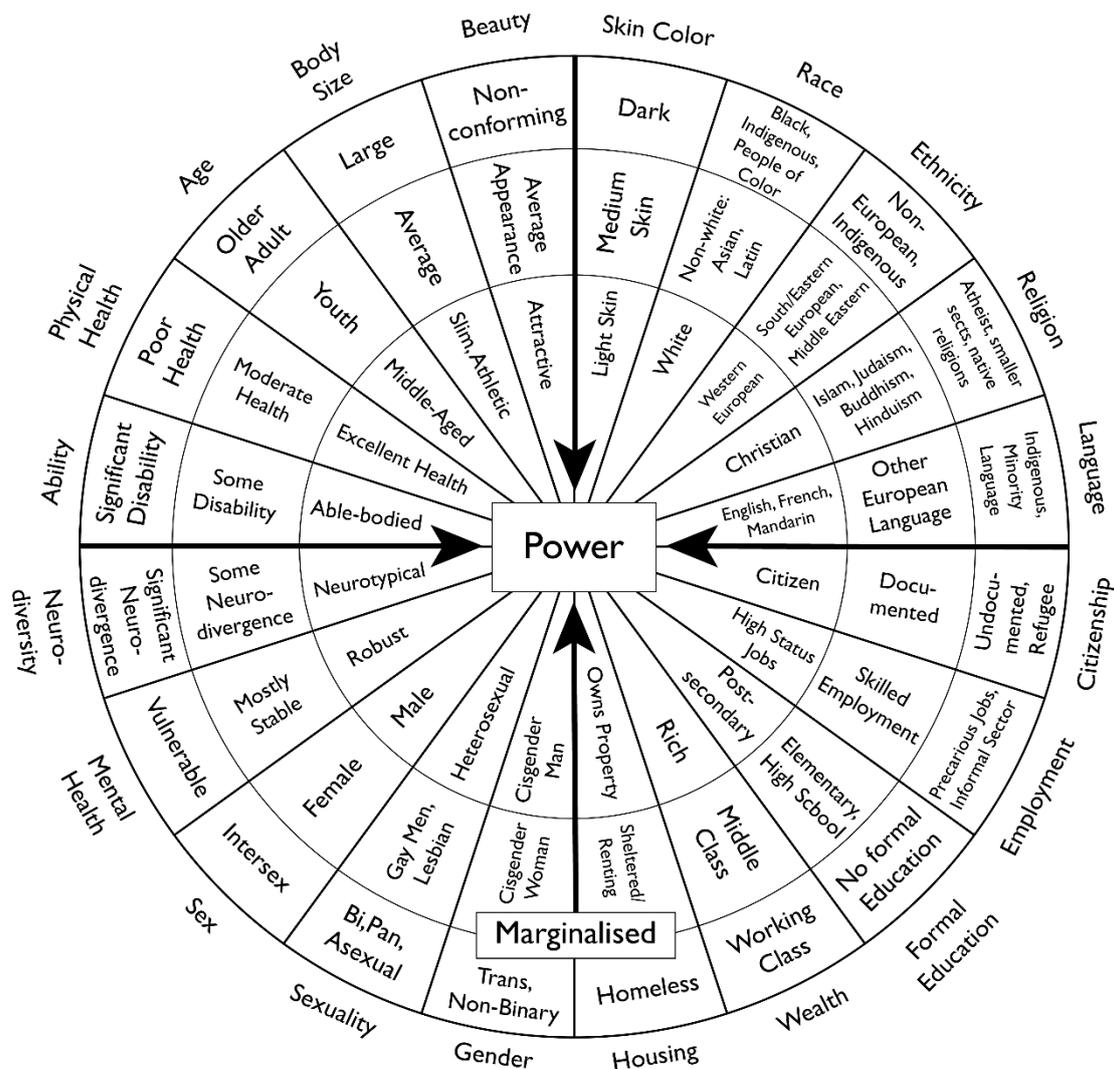
Activity Four:

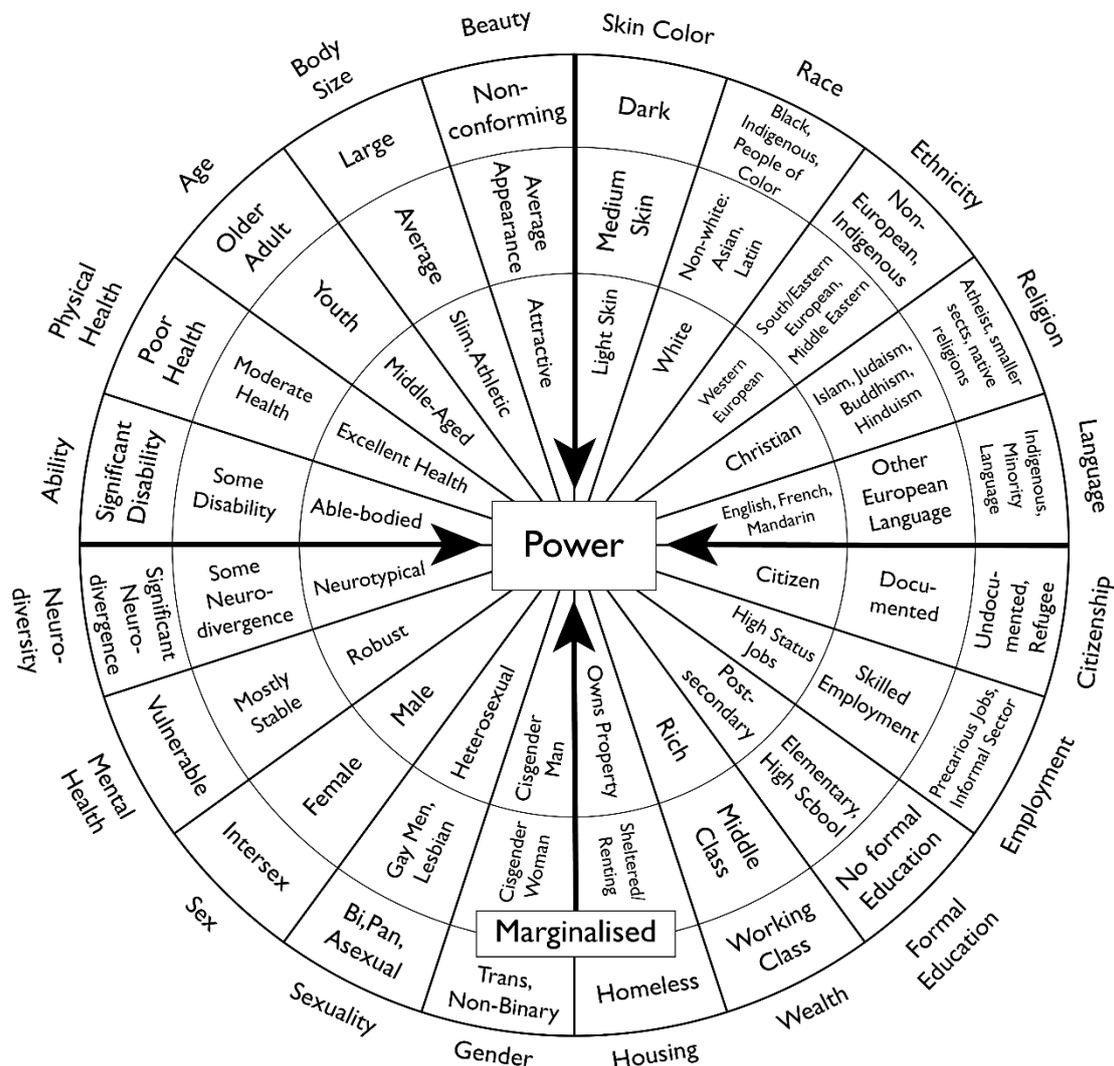
Using the Persona cards below, discuss in your groups the types of intersectionalities in people's lives that may bring them closer or further away from a position of privilege and power.

Activity Five:

Consider the Privilege snakes and ladders game below. What sort of reactions does it prompt in you? What are the risks and benefits of gamification of people's lives and lived experiences? Does it help to illuminate unearned privileges and power?

Templates:





Persona One:

Name:	Helena
Age:	26 years
Gender:	Cisgender Female
Sexuality:	Lesbian
Religion:	Dominant Religion of the Country
Class/Wealth:	Middle-class/reasonably comfortable, has modest savings, and can comfortably handle an unexpected financial situation.
Family:	Has a supportive family. Both parents are alive and still married to each other. Only one sibling, and older brother.
Support Network:	Lots of friends and close to her family.
Employment:	Recently made unemployed
Education:	Finished mandatory schooling. Gained a certificate in Administration, but currently back in FET/VET retraining to be a hairdresser.
Ability & Health:	Able-bodied in good health
Mental Health:	Has depressive episodes but can function and live a relatively normal life with medication.
Neurodiversity:	Neuro-typical
Skin Colour:	White
Ethnicity:	Dominant culture / Dominant ethnicity
Body Size:	Large
Beauty:	Considered pretty
Housing:	Renting in shared accommodation
Citizenship:	Citizen – born in the country to parents who were also born in the country
Language:	Dominant language of the country and English

Persona Two:

Name:	Isaac
Age:	17 years old
Gender:	Cisgender man
Sexuality:	Heterosexual
Religion:	Jewish – a minority religion in his country
Class/Wealth:	Middle-class but relies on his mother who works in a well-paid job. He has no savings and cannot comfortably handle an unexpected financial situation.
Family:	Has a mostly supportive family. Parents are alive and divorced. Dad has no contact with family. Middle of six siblings.
Support Network:	Lots of friends and close to his siblings and mother.
Employment:	Part-time job in a local convenience store
Education:	In secondary school, in his final year
Ability & Health:	Able-bodied in good health
Mental Health:	Mostly stable but get extremely stressed often and can need periods of rest.
Neurodiversity:	Neurodivergent - Diagnosed Autism
Skin Colour:	White
Ethnicity:	Jewish
Body Size:	Slim
Beauty:	Considered good looking
Housing:	Living with his mother and siblings. Shares a room with his three brothers.
Citizenship:	Citizen – born in the country to parents who are naturalized citizens.
Language:	Dominant language of the country, Hebrew, and English

Persona Three:

Name:	Ebele
Age:	14 years old
Gender:	Cisgender girl
Sexuality:	Heterosexual
Religion:	Muslim
Class/Wealth:	Working-class. No savings, parents struggle to make ends meet. Can not handle an unexpected financial situation.
Family:	Has a supportive family. Both parents are alive and still married to each other. Two siblings, an older sister and brother. She is the youngest.
Support Network:	Lots of friends and close to her family.
Employment:	Not employed but tries to get babysitting jobs.
Education:	In her second year of second level schooling.
Ability & Health:	Has diabetes which is currently unstable and requires frequent doctor and hospital visits.
Mental Health:	Robust mental health
Neurodiversity:	Neuro-typical
Skin Colour:	Black
Ethnicity:	Hausa-Fulani (From Nigeria)
Body Size:	Average
Beauty:	Average
Housing:	Renting in social housing
Citizenship:	Refugee status – Ebele’s father was a human right’s activist who was forced to leave Nigeria under threat of death or life imprisonment.
Language:	English, Hausa, and German

Persona Four:

Name:	Abdul
Age:	19 years old
Gender:	Transgender man
Sexuality:	Gay
Religion:	No Religion currently but was raised as Muslim
Class/Wealth:	Middle-class. Some savings. Can handle an unexpected financial situation if it is not too large.
Family:	Has a supportive family. Both parents are alive and still married to each other. Only child.
Support Network:	A small group of close friends. On good terms with parents.
Employment:	Worked full-time in restaurant kitchens as part of his apprenticeship as a Chef.
Education:	Left second level after 15 and started an apprenticeship to become a chef.
Ability & Health:	Able-bodied and healthy. Undergoing full transition to male body.
Mental Health:	Mostly stable
Neurodiversity:	Neurodivergent - ADHD
Skin Colour:	Brown
Ethnicity:	Arab
Body Size:	Average
Beauty:	Good Looking
Housing:	Renting an apartment with a friend.
Citizenship:	Citizen, born to parents with naturalized citizenship
Language:	English, Arabic, and French

Persona Five:

Name:	Michael
Age:	13 years old
Gender:	Cisgender boy
Sexuality:	Heterosexual
Religion:	Christian (Dominant faith)
Class/Wealth:	Middle-class. Some savings. Can handle an unexpected financial situation due to his parents' status and his inheritance from his grandmother.
Family:	Has a supportive family. Both parents are alive, divorced, but amicably so. One sibling, a brother
Support Network:	One close friend, lots of acquaintances, and family.
Employment:	Not working – underage
Education:	Just beginning second level schooling in a private, fee-paying, single-sex, Catholic, boarding school.
Ability & Health:	Able-bodied and healthy.
Mental Health:	Poor – very vulnerable and inwardly struggling. Self-harms. This has not been noticed by any adults in his life.
Neurodiversity:	Neurodivergent -Undiagnosed giftedness (High IQ) and Autism
Skin Colour:	White
Ethnicity:	Dominant ethnicity in the dominant culture (European)
Body Size:	Slim
Beauty:	Average
Housing:	Lives with his parents in their owned house.
Citizenship:	Citizen
Language:	English (Dominant language)

Persona Six:

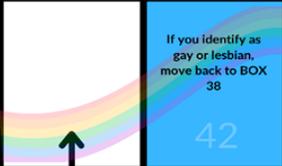
Name:	Tanja
Age:	17 years old
Gender:	Cisgender girl
Sexuality:	Heterosexual
Religion:	Eastern Orthodox Christian (not the dominant faith)
Class/Wealth:	Was middle class now working class/poor. No savings. Cannot handle unexpected financial situations.
Family:	Has a close family. Both parents are alive and married, but dad in Ukrainian army. One younger sister.
Support Network:	No close friends, close to her sister. No extended family.
Employment:	Not working – refugee status
Education:	Second level school – repeating a year.
Ability & Health:	Able bodied and healthy
Mental Health:	Poor – very vulnerable.
Neurodiversity:	Neurotypical
Skin Colour:	White
Ethnicity:	Slavic (not the dominant ethnicity)
Body Size:	Slim
Beauty:	Good looking
Housing:	Lives in emergency accommodation.
Citizenship:	Refugee
Language:	Ukrainian, some Russian, some English (not dominant language)

Persona Seven:

Name:	Padraig
Age:	19 years old
Gender:	Cisgender man
Sexuality:	Heterosexual
Religion:	Catholic (Dominant faith)
Class/Wealth:	Working class/poor. Some savings. Can handle unexpected financial situations if they are small.
Family:	Has a close family. Both parents are alive and married. Three older brothers and one younger sister, and a fiancé.
Support Network:	Lots of friends, close to family. From a close-knit community.
Employment:	Working – as a farrier
Education:	Finished minimum second level school. Going to classes in the local FET centre at night to learn business management.
Ability & Health:	Able bodied and healthy
Mental Health:	Mostly stable.
Neurodiversity:	Neurotypical
Skin Colour:	White
Ethnicity:	Irish Traveller - Mincéirí (not the dominant ethnicity)
Body Size:	Average
Beauty:	Good looking
Housing:	Lives in a settled Traveller Community social housing with his family.
Citizenship:	Citizen
Language:	English (Dominant language) and Cant

Persona Eight:

Name:	Anneliese
Age:	15 years old
Gender:	Non-binary
Sexuality:	Pansexual
Religion:	Atheist (Not the dominant faith)
Class/Wealth:	Middle class. Some savings. Can handle unexpected financial situations.
Family:	Close blended family. Both parents are alive and divorced. Lives with her mother and stepmother. Their father and other stepmother, older brother, and two younger half-brothers live in another town.
Support Network:	Lots of friends, close to family.
Employment:	Just started part time job as a waitress in a pub.
Education:	In second level school.
Ability & Health:	Disabled – Epilepsy. Very healthy epilepsy is controlled with medication.
Mental Health:	Stable
Neurodiversity:	Neurodivergent – Dyslexia and Attention Deficit Disorder (ADD)
Skin Colour:	White
Ethnicity:	Dominant Ethnicity (Germanic European)
Body Size:	Average
Beauty:	Considered extremely attractive
Housing:	Lives with her mother and stepmother in a middle-class housing estate.
Citizenship:	Citizen
Language:	German (Dominant language) and English

 42	If you identify as gay or lesbian, move back to BOX 38	Do you identify as bisexual? If yes, move back to BOX 35	If you identify as a straight man, move to BOX 50!	 44	Do you speak English a second language? If so, move back 5 spaces	 46	You may or may not practice, but you were raised Catholic or Christian. Move 2 boxes ahead	You and/or your family belongs to the Muslim faith. Move back to BOX 35	FINISH
 40	Do you identify as straight woman? If yes, move two spaces ahead	38		If you are slim or athletic, roll the dice again	36	Is your body type considered large? If so, move back one space		 32	Do you have a significant neurodivergence? If so, move back 3 boxes
Do you have a post secondary education? If so, move 5 boxes ahead	 22	 24	You are college educated, but you had to take loans to pay for your education, move to BOX 24	You are an able-bodied individual, move 2 boxes ahead	26	 28	If you are neurotypical, move to BOX 32	 30	
 20	If you have a high school education, roll the dice again	18	Do you come from a family of first generation immigrants? If so, skip a turn	 16	Are you or your parents immigrants? If yes, move back once. If no, move to BOX 17	If you or your family are irregular immigrants, skip two turns	 14	Do you have access to quality healthcare? If yes, move to 3 boxes ahead	 12
If you were assigned male at birth, start on Box 3	 2	If you identify as cisgender, move to Box 5. But if not, move back to Box 2	 4	If you are identify as White, thanks to racial privilege, you may roll the dice twice	 6	Due to colorism, if you are a person of color (POC), being light skinned gives you certain privileges, move to BOX 8	 8	Wealth privilege: If you were born into middle or upper class parents, move to BOX 18	Do your parents own a house? If not, move back 2 boxes
START	2	2	4	6	6	8	8	18	10

