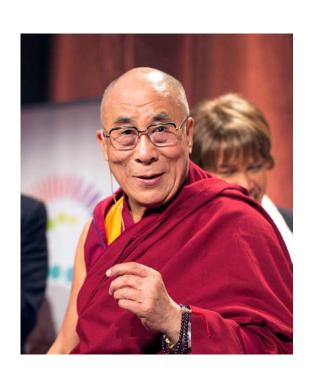


Seeing Intersectionality through the lens of Compassion

Kathryn Waddington FST

It is not enough to be compassionate – you must act

The Dalai Lama



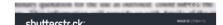


What do you get when you cross a nurse with a psychologist? Someone who ...

- Promotes psychology as a discipline that values compassion, equality, diversity & inclusion
- Searches for evidence & truth
- Knows about Laugh Lab the funniest jokes ever?









And is Northern!



"I'm sorry love. We're Northern and that's all there is to it."

Miss J Harris and Mr B Dawes in HAPPY BIRTHDAY, PET (1906)

"Life's not fair, is it? Some of us drink champagne in the fast lane, and some of us eat our sandwiches by the loose chippings on the A597."

Victoria Wood



Intersectionality

Overlapping social identities – e.g. race, gender, sexuality, class, which contribute to systemic and structural oppression and discrimination experienced by an individual

"Can there ever be a full structural critique when we are all so many different things all at the same time?" Kimberlé Crenshaw



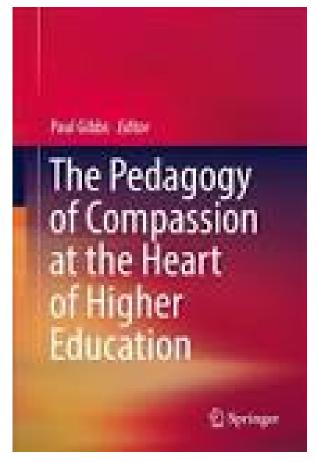


Evidence-base for the lens of compassion

- A felt and enacted desire to alleviate suffering
- Involving: attention; interpretation of suffering; felt empathic concern;
 action to alleviate suffering
- Suffering is pervasive in organisations including universities
- Sources outside work boundaries include: illness, injury, loss, financial pressure and other hardships
- Sources from work itself include: downsizing, restructuring, change, heavy workloads, performance pressure, feeling devalued, disrespectful interactions

Worline, M. & Dutton, J. (2017) *Awakening Compassion at Work.* Oakland, CA: BK Publishers





I'm in here: Ch. 4. Creating Conditions for Compassion.



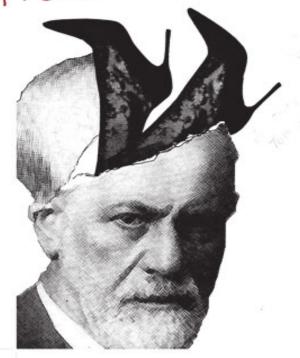
The Wolf of Compassion

And here: Waddington, K. (2016) The compassion gap in UK universities. *International Practice Development Journal*, Vol. 6, No. 1. Online publication at:

http://www.fons.org/library/journal/volume6-issue1

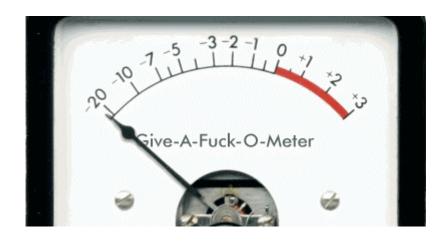
UNIVERSITY OF LEADING THE WAY WESTMINSTER#

freudian Slips



...and jokes ... and gossip ... about taboo subjects can be a way of talking about things that in 'formal' communication channels may be difficult to mention, ignored or silenced







Give-A-Fuck-O-Meter

Academic-Bollocks-O-Meter



Ask yourself? An intersectional perspective

- ➤ What words and images do we use to name/describe what is going on?
- ➤ Do people use the same words with the same meaning?
- ➤ Do people see and interpret images in the same way?



And the words of the prophet ...

... are written on the subway walls and tenement halls and whispered in the sounds of silence







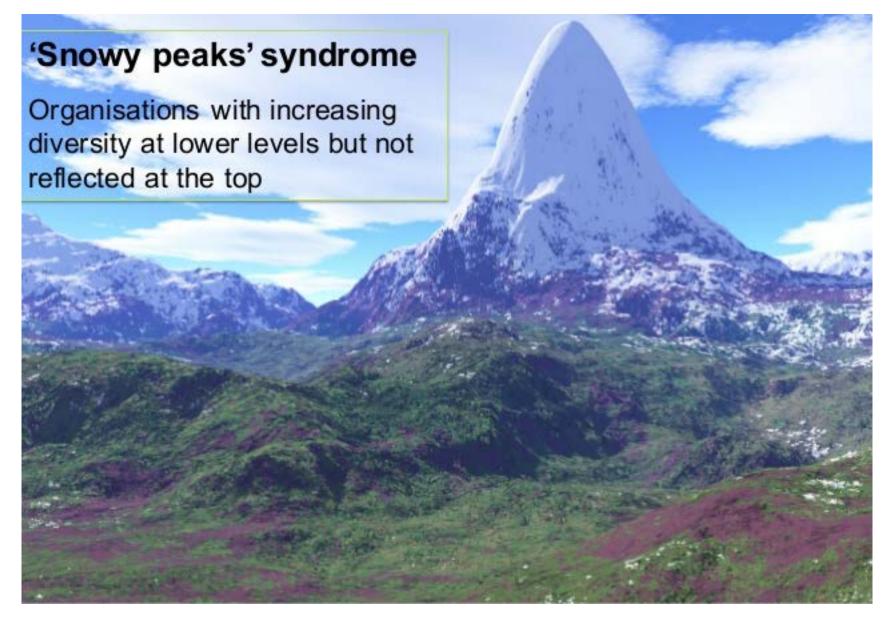
London's most inclusive university for realising opportunity Vision We harness the power of investigation and imagination to educate and inspire the next generations of global citizens, irrespective of background Mission High-quality, integrated Outstanding student Resilient, high-performing Priorities organisation learning experience and outcomes Create ties with Deliver impactful Create an employers, Deliver financial Deliver high-quality outstanding and research and Objectives and organisational partners and our teaching transformative enterprise community locally sustainability student experience engagement and globally People: Build the capability at all levels of the organisation and provide an excellent staff experience Technology: Deliver responsive and leading technology for teaching and learning, research, and internal services **Communications**: Deliver a unified marketing and communications strategy focused on Westminster's unique Enablers qualities and specific offers Partners: Develop local and international partners to deliver value to students and the University Learning environment: Invest in the optimal number and use of campuses and spaces to support the student experience and ensure sustainability Enterprise and Research Long-term Teaching Graduate Staff Student Measures of quality and commercial financial quality employability learning gain experience success performance impact contribution Draft values for Resilient Inquisitive Connected Outstanding Courageous consultation

4

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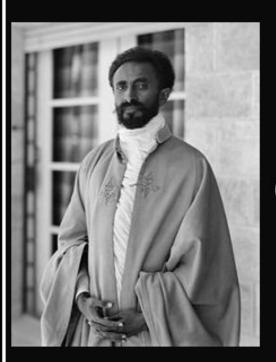


Summary questions

- > What role should compassion play in our university?
- Why is it important for intersectionality and innovation?
- What are the practices that enable compassionate pedagogy?
- ➤ What next? Action Learning Sets, Action Research?



Finally – lessons from history



Throughout history, it has been the inaction of those who could have acted, the indifference of those who should have known better, the silence of the voice of justice when it mattered most, that has made it possible for evil to triumph.

(Haile Selassie)

izquotes.com