



**March 16, 2018**

## **From Stages to Intersections: The Impact on Intercultural and Social Justice Work**

We will use theories of racial identity to take a historical journey exploring how social identities have been represented in models, and the strengths and limitations of each approach. Our discussion will highlight how these theories have guided teaching, interventions, and facilitator development. You will have the opportunity to explore an overview of some of the evolving tenets of this perspective. These principles include the framework's representation of identity as holistic and multi-layered, connected to systems of power and privilege, and reflective of both the personal level of identity and the experience of social groups within a larger institutional context. The relationships between intersectionality, identity salience, and privileged and targeted social identities are also explored. Through presentation and small- and large-group discussion, you will be able to review the challenges as well as promises of integrating an intersectional perspective into models of social identity development and work in intercultural communication, diversity, and social justice.



**Dr. Charmaine Wijeyesinghe** is an independent consultant in the area of organizational development and social justice education with over 30 years of experience working with colleges and universities, not-for-profit organizations, and companies around the country. She provides programming on a range of social justice topics, and specializes in the areas of racial and social identity, intersectionality, conflict resolution, and multicultural competencies. Charmaine has written articles and book chapters, including co-editing with Baily Jackson *New Perspectives on Racial Identity Development: Integrating Emerging Frameworks*. In 2017, she was the inaugural recipient of the Equity and Social Justice Award for Scholarship, presented by the National Conference on Race and Ethnicity in American Higher Education. Her original dissertation work was adopted into the anti-bias curriculum of the Anti-Defamation League (ADL), and her models of multiracial identity have been published and cited in numerous works.

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