

# Dimensions of Struggle and Strategy:

A framework for combatting Intersectional Invisibility



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Modeled after Julia Mitchel's 'Mitchel Chart' for the [Chicago Women's Liberation Union](#), this chart aims to provide a comprehensive framework for advocates, journalists, and policy-makers to address intersectional invisibility. It is important to note that this chart intends to emphasize the interconnectedness of these struggles, and sustained change requires addressing them **all**.

	Intra-communal Harm	Poor Media Representation	Social Movement Erasure	Poor Policy Reform
<b>Direct Action</b>	<ul style="list-style-type: none"><li>• Increase usage of #Sayhername</li><li>• Provide support for current and past Black Women Victims of Policy Brutality or Misogynoir violence</li><li>• Create and facilitate safe spaces online and in-person for Black Women</li><li>• Boost advocacy organizations meeting Black Women's Immediate mental, physical, spiritual, and legal needs.</li></ul>	<ul style="list-style-type: none"><li>• Private actors, independent media, and corporate media should issue a statement and apology for contributions to poor representation.</li><li>• Victims of multi-axis crimes should be commemorated.</li></ul>	<ul style="list-style-type: none"><li>• Ensure Black Women's representation digitally and physically in Social Movements and Advocacy spaces.</li><li>• Address and dispel problematic rhetoric/phrasing that contributes to further marginalization.</li></ul>	<ul style="list-style-type: none"><li>• State and Political Actors should issue public and direct apology for actions and policies that further contributed to marginalization.</li><li>• Upcoming legislation that has the potential to increase multi-axis harms against Black Women should be advocated against.</li><li>• Existing policies contributing to intersectional invisibility should be re-evaluated.</li></ul>
<b>Education</b>	<ul style="list-style-type: none"><li>• Arrange online and in-person dialogues about Anti-blackness, Misogynoir, Anti-queerness, classism, sexism, ect. within intra-communal spaces.</li><li>• Amplify Black Women authors, academics, and creatives discussing their experiences.</li><li>• Increase discussions of intersectionality in school and work spaces.</li><li>• Address personal biases against or about Black Women within spaces.</li></ul>	<ul style="list-style-type: none"><li>• Prioritize ethnography and testimony as a legitimate source of information.</li><li>• Increase training of news and media correspondents.</li><li>• Development of media-specific intersectional reporting framework and guidelines.</li></ul>	<ul style="list-style-type: none"><li>• Increase awareness of campaign participants of Black Women-specific harms occurring.</li><li>• Increase visibility of Black Women within the rallying cries of Social Movements.</li><li>• Increase formal trainings of Social Movement activists on Intersectional Invisibility.</li><li>• Amplify and follow recommendations of Black Women activists and campaigners.</li></ul>	<ul style="list-style-type: none"><li>• Black Women are sought out when considering policy formation impacting one or more of their identities.</li><li>• Black Women's unique identities and political interests are explicitly accounted for within every stage of the policy formation process.</li></ul>
<b>Developing Strategy and Alternatives</b>	<ul style="list-style-type: none"><li>• Encourage development of Intersectional lens when discussing intracommunal issues.</li><li>• Practice radical imagination- what would it look like to be seen? ( See Invisibility visualized page)</li></ul>	<ul style="list-style-type: none"><li>• Significantly decrease reliance on police/ authority sources in reporting.</li><li>• Increase representation and employment of Black Women within every aspect of the Media production space.</li><li>• Amplify Black Women-ran media companies and social media accounts.</li></ul>	<ul style="list-style-type: none"><li>• Black Women are explicitly mentioned and considered within the calls and outward goals of social movements.</li><li>• Black Women's Harms are centered, including areas that increase their potential for multi-axis marginalization (religion, class, sexuality, disability, ect).</li></ul>	<ul style="list-style-type: none"><li>• Legal framework of the local, state, and federal level is evaluated and reformed to reflect current conceptualizations of Intersectional Invisibility and intersectionality.</li><li>• Legal advocacy and policy formation steps occur after or simultaneously with addressing the other dimensions of intersectional invisibility, rather than as a sole solution.</li></ul>