

# 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
Direct Action	<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>
Education	<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>
Developing Strategy and Alternatives	<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>