

Seeing Intersectionality through the lens of Compassion

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*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!



“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

“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)

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?**”*

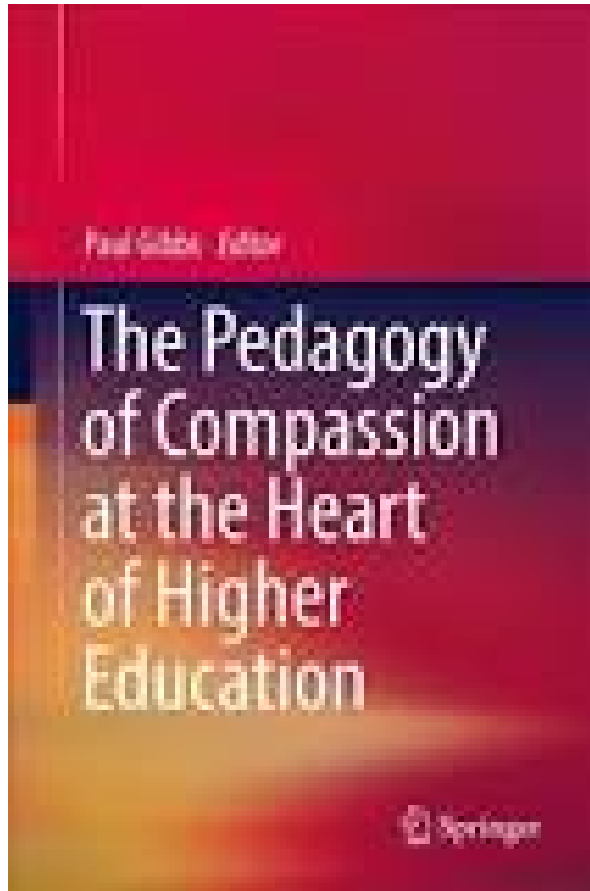
*Kimberlé
Crenshaw*



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.

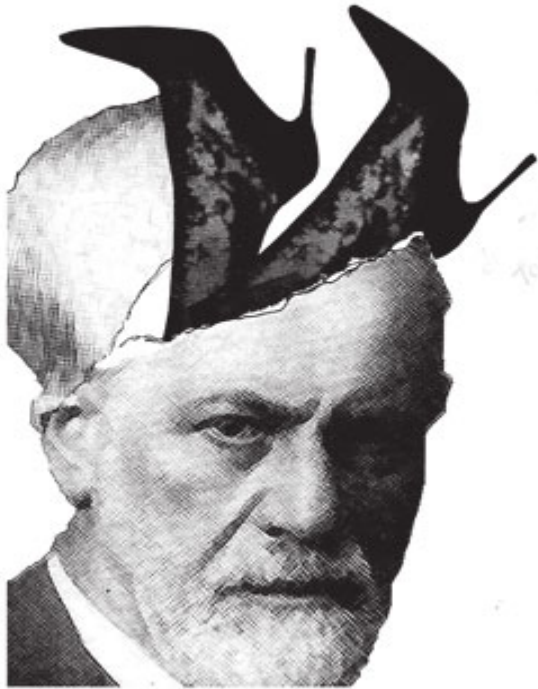


The Wolf of Compassion

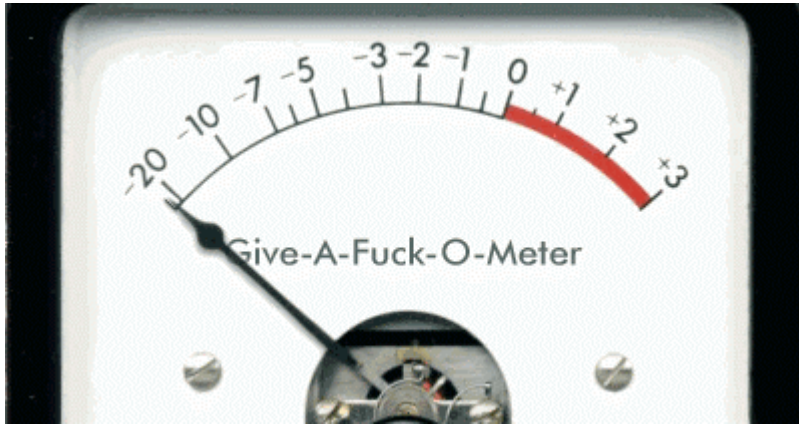
And here: Waddington, K. (2016) The compassion gap in UK universities. *International Practice Development Journal*, Vol. 6, No. 1. Online publication at:

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

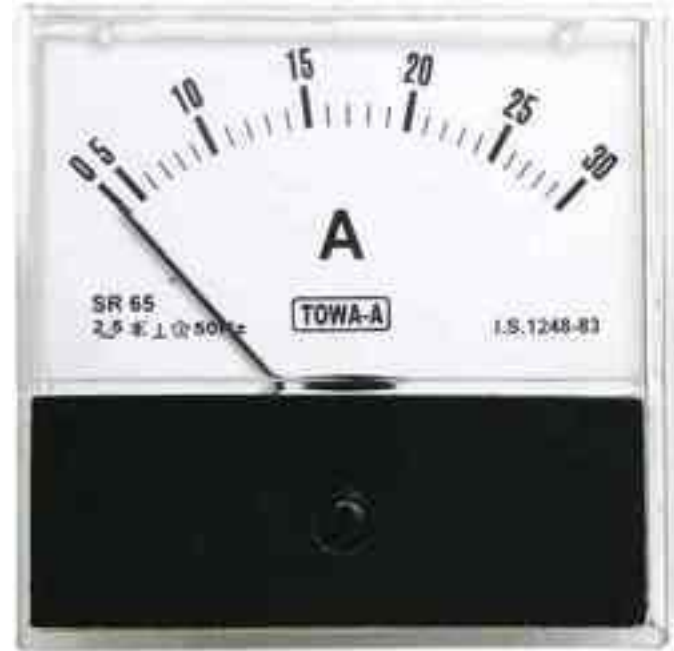
Freudian Slips



...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

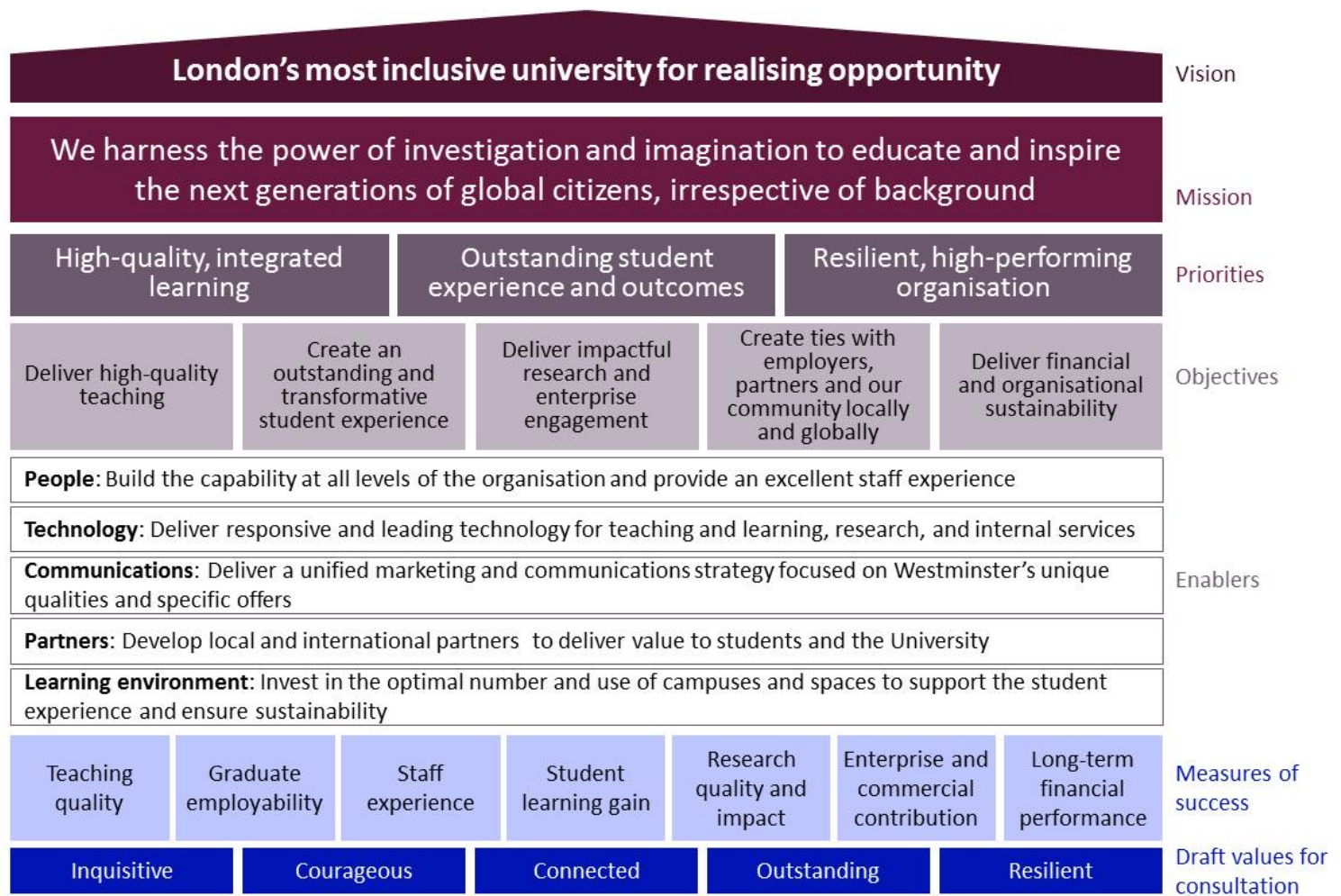
- What words and images do we use to name/describe what is going on?
- Do people use the same words with the same meaning?
- Do people see and interpret images in the same way?

And the words of the prophet ...

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





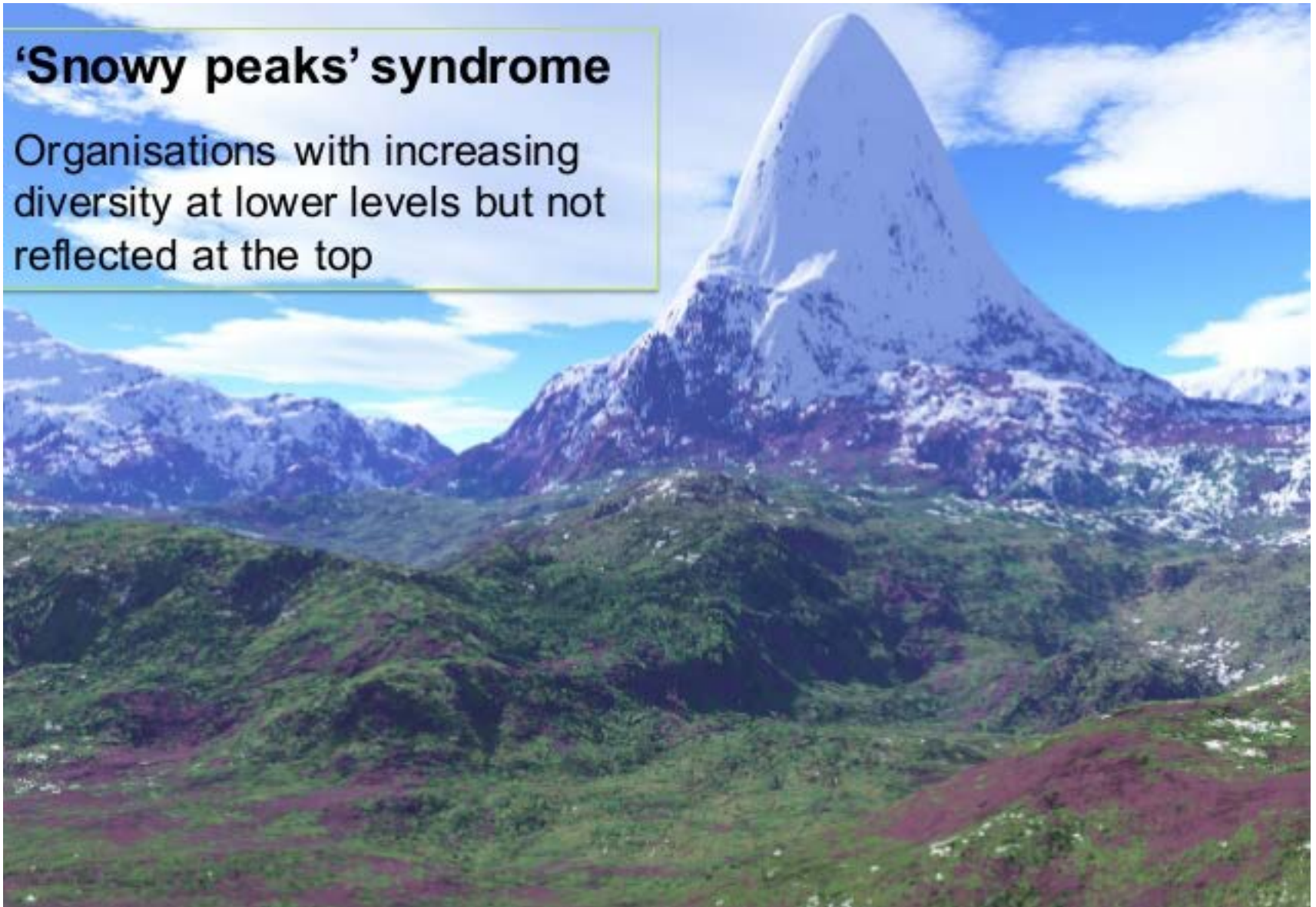




UPDATE

‘Snowy peaks’ syndrome

Organisations with increasing diversity at lower levels but not reflected at the top



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)