

Inclusivity Manifesto for the Collecti.e.f 8 maars

We are a collective of women*, trans, inter and non-binary people

• WE SUPPORT FREEDOM OF CHOICE AND SELF DETERMINATION

- ➡ **Freedom of choice and self determination are the DNA of intersectional feminism. Women* have multiple identities and each of us has the freedom to be who she wants living by her own choices.**

Ex: A woman* wearing a hijab can have made that choice consciously without having been forced to. To assume that she was forced to wear it amounts to nothing short of denying her ability and freedom of choice.

• WE NAME « NORMS »

- ➡ **Naming « norms » is essential because not doing so means rendering the experience of those who don't fit in those « norms » invisible.**

Ex: When talking about straight couples we need to specify and not assume the heterosexuality. Not doing so implies that all couples are heterosexual. This also applies for questions of race, gender, ability, class, etc... depending on the situation.

• WE MAKE THE LESS VISIBLE VISIBLE

- ➡ **Finding joint claims helps us not to limit our claims to the experience of majority groups.**

Ex: Limiting claims about healthcare to contraception excludes some women* for whom contraception might not be a priority or a need.

• WE (RE)POLITICISE EXPERIENCES

- ➡ **When someone shares a discriminatory/violent experience, let's focus on the situation through its political significance without putting her on trial.**

Ex: When someone shares a personal experience to emphasize an argument, let's focus on what she's saying. Our role is neither to congratulate nor to judge.

• WE ARE KIND

- ➡ **We need to pay attention to the verbal signs of the people we are talking to making sure that the conversation/situation is well experienced by them. In case of doubt, let's ask or stop!**
- ➡ **We cannot ascribe intentions to others, when in doubt it is kinder and healthier to ask.**
- ➡ **Let's assume that everyone is being in good faith.**

• WE BELIEVE THAT IMPACT OVERCOMES INTENTIONS

- ➡ **If our discourse offends a group or individual from a minority, our responsibility is to listen and apologize without minimizing the offense.**

* Anyone who identifies and-or is identified as a woman