

**From:** Official ESU Email

**Sent:** Wednesday, December 2, 2020

**Subject:** A message from Dr. Santiago Solis, vice president of campus life and inclusive excellence -  
Wednesday, December 2

Warriors,

I hope you are receiving my messages commemorating the various themed months such as LGBTQA+ History Month and Native American Heritage Month. We will certainly commemorate more identity-based months next spring such as Black History Month and Women's History Month.

I would like to remind you that while it is important to celebrate specific cultures, histories, and contributions of groups individually, it is also important that you do not separate your intersecting identities into fragmented parts thinking you can understand them in isolation. You cannot and should not!

Your identities are multilayered and complex. I encourage you to grapple with the intricate, rich, fluid, and often-times confusing aspects of who you are. Your identities consist of multiple, intersecting factors, including gender, race, ethnicity, class, sexual orientation, gender identity, (dis)ability, and a host of other positionalities. You always hold many identities at once.

Coined by Kimberlé Crenshaw, the term *Intersectionality* is a theoretical framework for understanding how aspects of your identities combine to create different modes of discrimination and privilege. These identities are socially constructed based on systems of oppression and domination. Intersectionality is important for understanding how you navigate the world, how you are perceived by others, and how you occupy and function in particular spaces.

Kimberlé Crenshaw's Ted Talk "The Urgency of Intersectionality" -  
- <https://www.youtube.com/watch?v=akOe5-UsQ2o>

To continue this important conversation, contact: Lyesha Fleming, director of ESU's Center for Multicultural Affairs and Inclusive Education, at (570) 422-3896 or [lfleming@esu.edu](mailto:lfleming@esu.edu). Together, we can explore how intersectionality can help promote social justice at ESU.

Dr. Santiago Solis

Pronouns: He/Him/His

**Black Lives Matter!**

Vice President, Campus Life & Inclusive Excellence

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