

Critical Race Theory and Intersectionality

Key Takeaways

Race is a social construction. Therefore, society invents, perpetuates and reinforces racial difference. Racism is considered as a complicated, delicate and flexible aspect than is manifested in various contexts. Minority groups experience a variety of stereotypes. According to critical race theorists, most racism is hidden under the guise of normality and only the obvious and crude forms are regarded as problematic (Ladson-Billings, 2013). The critical race theory stresses the need to appreciate racism in its historical, economic and social context. It emphasizes on experiential knowledge of people of color, while challenging common assumptions concerning neutrality and meritocracy as a smokescreen for dominant group interests. Critical race theory also perceives “whiteness” as a malleable identity that is constructed socially.

For emphasizing on racism’s central role in influencing the modern society, numerous critical race theory scholars have been interested in exploring how raced inequalities are influenced by processes, which also reflect and are affected by other aspects like social structure and identity. This is where the element of intersectionality is important (YW Boston, 2017). It is a broadly used notion in modern social science that addresses how numerous forms of identity and inequality interrelate in many contexts, over time. Intersectionality represents the interconnectedness of social categorizations like gender, class and race, in terms of creation of an interdependent, overlapping system of disadvantage or discrimination (Cooper, 2017). Ultimately, the intersectionality framework can be used to conceptualize an individual, people or a social issue as affected by different disadvantages and discriminations.

Implication

Critical race theory proceeds from the ideal that even though structural racism is not as visible as industrial racism, it has a similar degree of influence. However, structural racism is more systemic since it is a form of oppression rooted in history and cannot be eliminated at the individual behavior or attitude level. Undoubtedly, the people operating institutions can be non-discriminatory in practice, while still operating in a larger racist environment. Because of failing to deal with the ways in which faculty and higher education institutions are perceived by students with experience in numerous, overlapping discrimination occurrences, numerous higher education institutions can inadvertently contribute to discrimination. By creating counter-narratives, the critical race theory can guide exploration of the manner in which institutional structures and policies, along with prevailing cultural norms, work to influence decision and outcomes among people of color.

Reflection

Intersectionality can be used to analyze and understand the intricacy of the world, in human experiences and people.