

Module 2: Understanding our Diversity in Transformative Evaluation

In the introductory video to this module, we highlight how the evaluator embodies a multiplicity of identities that inform their evaluation practice. To further explore the general idea and the implications of the diversity within, immerse yourself in this short article, [The Complexity of Identity](#) (approximately 12-minute read) by Beverly Daniel Tatum.

Sometimes our identities conspire to ensure our lives are affirmed, and the institutions in society support our efforts at meeting our needs. Other times, we inhabit the intersections of multiple oppressions that collectively have an impact that is more than the additive effects of the oppressions. For example, a Black woman experiences both racism and sexism, and a person who is queer and has a disability experience both homophobia and ableism. The impact of multiple oppression is what Professor Kimberle Crenshaw calls Intersectionality. Listen to and watch (the first 5:30 min) Professor Crenshaw in this TED Talk, [The Urgency of Intersectionality](#). She offers a powerful real-life example and definition of **intersectionality**.

Having engaged Tatum, you might also find [The Danger of Single Story](#) (approximately 18 minutes) by Ngozi Chimamanda Adichie. #We are asked to reflect on the stories we hear, tell, and live, and how these construct us and ideas of the other.

Having read Tatum, watched, and listened to Crenshaw and Chimamanda, carve some time to complete the reflective exercises below in your journal. If possible, discuss it with family members, friends, or colleagues.

Exercise

- [My Diversity Worksheet](#) + Questions
 - What are my reflections from this exercise?
 - How do my identities impact my work as an evaluator? Speak to each of your identities.
 - As an evaluator, are there circumstances because of my identity that I am excluded, discriminated against, or have experienced bias? Please share.
 - As an evaluator, are there circumstances I am in a place of both privilege and oppression? Please explore that.
 - How does my intersectionality impact my work to bring EDI to evaluation?

Further Reflection Questions

- What powers do I have as an evaluator?
- How do I use these powers?
- How could I leverage these powers to bring DEI into my evaluation practice?
- Any other reflections?

References

Adichie, N. C. (2009, July). *The Danger of a Single Story* [Video File].

TED. https://www.ted.com/talks/chimamanda_ngozi_adichie_the_danger_of_a_single_story

Crenshaw, K. (2016, October). *The Urgency of Intersectionality* [Video File].

https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality

Tatum, B. D. (2000). *The complexity of identity: "Who am I?."* In Adams, M., Blumenfeld, W. J., Hackman, H. W., Zuniga, X., Peters, M. L. (Eds.), *Readings for diversity and social justice: An anthology on racism, sexism, antisemitism, heterosexism, classism, and ableism* (pp. 9-14). New York: Routledge. <https://uucsj.org/wp-content/uploads/2016/05/The-Complexity-of-Identity.pdf>