



We really liked Munay, didn't we? They seems to be up to the job. Their honesty and assertiveness are key for us.

Yes, I was a bit embarrassed when they indicated their pronouns when I referred to them with the feminine the first time.



Well, let's see, from our organisation, we are an intersectional approach to everything, but there is still a long way to go. I am a bit worried a bit worried that I might suffer some aggression, even if it is unintentional, being a transgender person and also being racialised.



We may not be ready to integrate them into the team if we still have conflicts of sexism and racism in our daily lives.



It is important that we are able to embrace diversity from an intersectional perspective in our organisations and institutions.

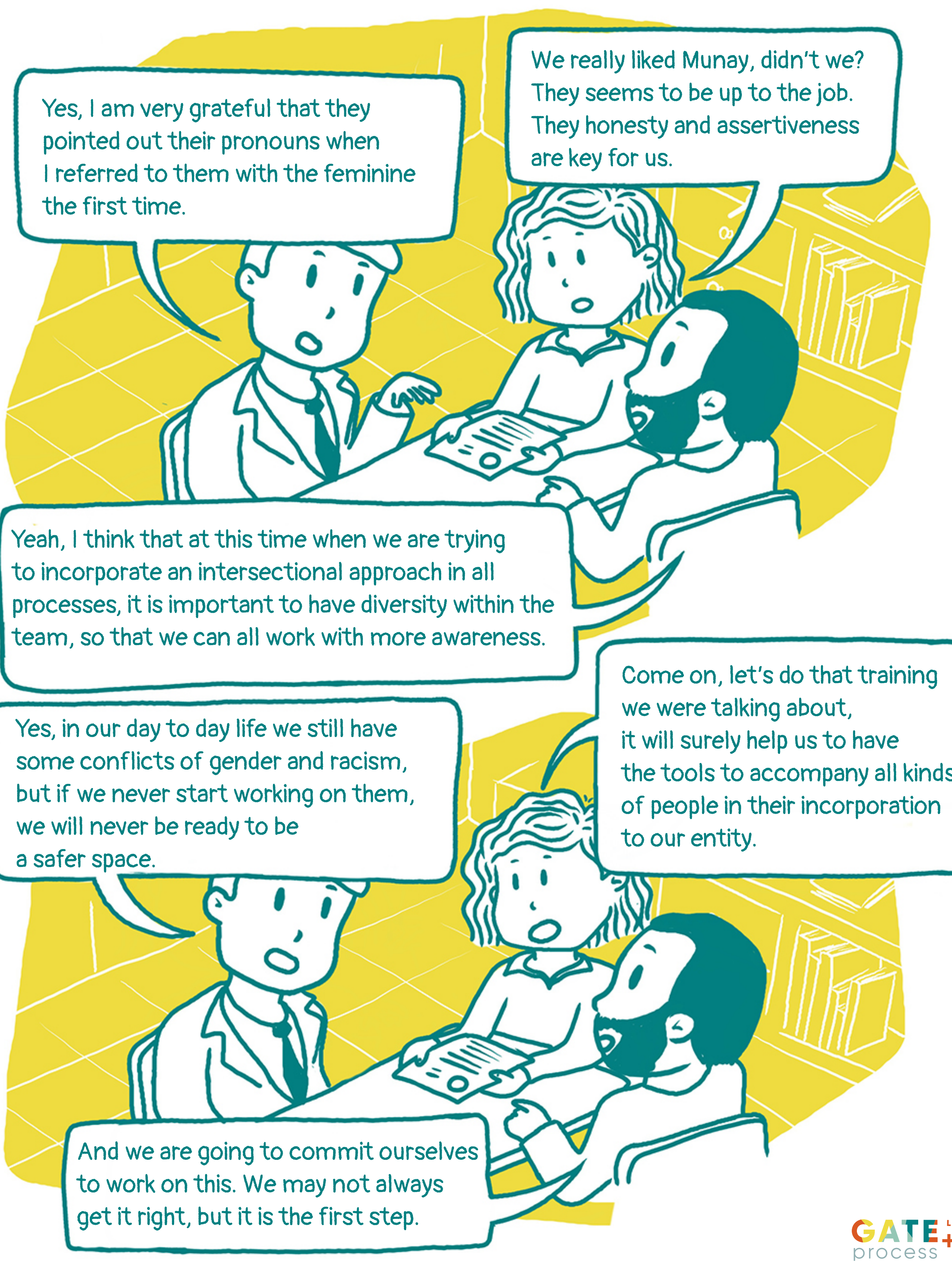
It is normal to make mistakes on the way to making our organisations safer spaces. But it is important to ask questions, to know how to receive effective feedback, to apologise when we have hurt someone and to work responsibly to improve.

Allocating resources to train ourselves as a team on power dynamics, patriarchy, racism, ableism, colonialism, and so on is one of the commitments we can make to have a more conscious common ground with different realities.

It is also key to generate agreements as a team and to share them with all those who join, as well as to create spaces for their revision and updating.

Being open to transformation is a complex but necessary and rewarding journey.





Yes, I am very grateful that they pointed out their pronouns when I referred to them with the feminine the first time.

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Yeah, I think that at this time when we are trying to incorporate an intersectional approach in all processes, it is important to have diversity within the team, so that we can all work with more awareness.

Yes, in our day to day life we still have some conflicts of gender and racism, but if we never start working on them, we will never be ready to be a safer space.

Come on, let's do that training we were talking about, it will surely help us to have the tools to accompany all kinds of people in their incorporation to our entity.

And we are going to commit ourselves to work on this. We may not always get it right, but it is the first step.