



TIPS ON INTERSECTIONALITY



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Intersectionality is how our different identities - like gender, race, and social background - overlap and affect or shape our experiences. Understanding this helps us see that each person has a unique perspective and challenges in the workplace. **This is important because it guides us in managing, hiring, and developing our teams in a way that respects and values everyone's unique background, and learning, communication, and working styles.** By embracing, celebrating, and accommodating intersectionality, we create a more inclusive environment.



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Modern workplaces are increasingly diverse, making intersectionality more relevant than ever. It's not just about recognizing individual identities but understanding how these intersect to impact employees' experiences and career trajectories. For example, a Black woman's workplace experience differs significantly from that of a white woman or a Black man due to the intersection of race and gender. **Acknowledging these intersections helps in creating equitable HR policies and practices.**



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Research tells us that when people at work feel their unique backgrounds are respected, they're more involved and do better at their jobs. **A workplace that gets intersectionality right creates a feeling of belonging and respect.** This leads to happier employees who stick around longer. In our work, understanding everyone's different identities is essential for a better, healthier work environment.



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Taking intersectionality seriously in our work is not just the right thing to do, but it's smart for our business. It helps us better understand our team, improves how we work together and builds a workplace where diverse talent wants to stay. As our workplace grows and changes, using intersectionality helps us make sure everyone feels included and valued.



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helpful



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