

WORKPLACE
EDIT

Workplace Edit *Intersectionality Checklist*



How can we design workplaces with an
intersectional lens?

What is *intersectionality*?

What's the context? Many workplaces fall short when it comes to actively including today's diverse workforce. This has led to workplace practices, systems and behaviours failing to embrace today's diverse talent pool and organisations are missing out as a result. In today's climate where 40% of workers plan to move jobs this year, an intersectional approach is key to attracting and retaining talent and achieving more equitable outcomes.

Intersectionality is the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group and create overlapping and interdependent systems of discrimination or disadvantage. An intersectional approach to workplace DEI considers different systems of oppression, and specifically how they overlap and are compounded to shape the lived experiences of people. For example, an intersectional approach to gender equity considers the barriers a Black woman faces specifically alongside those a white woman does.

Examples of common ways we fail to consider intersectionality in our DEI plans:

- Targets and goals assume there are two binary genders. This excludes non-binary people.
- Strategies assume women are a monolith. Women are more than a single concept and gender inequality may be compounded by other forms of disadvantage or discrimination that a person may experience on the basis of Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation and other attributes.
- Actions focus on fixing the people not the workplace. Rather than addressing toxic cultures, employees are sent on resilience training courses.
- The focus is only on quick policy updates or making a statement on a topic rather than shifting the employee experience & measuring data-disaggregated trends.

"There is no such thing as a single-issue struggle because we do not live single-issue lives." Audre Lorde.

An intersectional approach.

By mapping the employee lifecycle and considering how **diversity, equity and inclusion (DEI)** show up in the **employee experience (EX)**, we can build more sustainable policies, plans and ultimately more inclusive workplaces. This checklist follows a unique model allowing us to put an intersectional lens across the workplace experience.

1. Who is our EVP and employer brand designed to appeal to?
2. Is our recruitment process accessible?
3. Are candidates treated with dignity and respect?
4. Have we identified & addressed barriers and biases in the hiring process?
5. Are we using data-disaggregated insights to set goals and create change?



1. Who is being invested in (70:20:10) and who isn't?
2. Who is moving through the organisation and who is being blocked or overlooked?
3. Are our talent identification and mobility practices considering intersectionality?

1. What assumptions are we making in our policies, benefits and programs?
2. How do we show up in the moments that matter for a wide range of people?
3. Have we assessed pay equity with an intersectional lens?

1. Who is given the benefit of the doubt?
2. How are managers supported to create culturally and psychologically safe experiences?
3. How do basic systems, tools and technology support or reinforce inclusion?
4. Can employees dress and present themselves authentically without fear of judgement or consequence?
5. Is the physical space accessible and inclusive?

1. Who is leaving, when and why? What's our attrition & engagement data at a demographic level?
2. Who is on our board and leadership teams and who is missing?
3. Are we listening, understanding and acting on nuanced exit data?