

Factsheet



INTERSECTIONALITY EXPLAINED

AN INTRODUCTION

Intersectionality is a term that has been around for some time, with Kimberlé Krenshaw (a law professor at Columbia and UCLA), introducing the term over 30 years ago.

WHY WAS THE TERM INTRODUCED?

She introduced it as a way to describe how people's social identities can overlap and because our identities overlap, we are all unique in our experiences of discrimination, power and privilege.

LET'S GET TO KNOW ROSA...

To understand this further let's meet Rosa:

Rosa was born a girl and identifies as a woman; therefore, she is cisgender (this means her gender corresponds with her birth sex).

Rosa is also...

- Black cisgender woman
- She is a bisexual Black cisgender woman
- She is a middle-class bisexual Black cisgender woman
- She is a middle-class bisexual Black cisgender woman who has dyslexia
- And the list goes on...

Rosa's intersectionality may mean that she is more accepted by some groups and discriminated against in others, she may have difficulty at work because of her dyslexia, could face homophobia because she is bisexual and have negative stereotypes aimed at her because she is a Black woman.



GET IN TOUCH

WHY IS IT IMPORTANT?

Understanding intersectionality is vital to understanding that having diversity at work is pointless unless we remove the barriers and create equity for each and every person, that means we need to work harder to create safe and respectful spaces for everyone, including those of us more likely to face discrimination than others, like Rosa.



WHY IS LEARNING MORE ABOUT IT IMPORTANT?

Learning more about intersectionality will help create greater awareness of inequalities and help us to become better allies to those like Rosa, so get out there, do some online searches, talk to people you know and start to see things from another perspective to see how you can take your allyship further.

KEEN TO LEARN MORE?

If you're interested in this or any other topic in the world of D&I, then get in touch and let's see how we can support your D&I strategy with innovative, energetic and memorable learning interventions.



GET IN TOUCH