

Day 1

Intersectionality

#RaceEqualityMatters

#EveryActionCounts



RaceEqualityMatters.com

RACE EQUALITY WEEK 3-9 February 2025	Powered by greenpark LLOYD'S
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#EveryActionCounts

Day 1

How do different parts of who we are (like race, gender, and culture) affect our experiences and interactions at work?

This guide cannot be used for commercial gain; if you would like to discuss using it commercially, please contact info@raceequalitymatters.com

Today's Eye Opener

1 minute



Which of the following apply to you:

*Note: This is not an exhaustive list of characteristics

- | | |
|--|---|
| <input type="checkbox"/> Ethnically diverse | <input type="checkbox"/> Religious |
| <input type="checkbox"/> Not male | <input type="checkbox"/> Strong accent |
| <input type="checkbox"/> Person with disability | <input type="checkbox"/> Are you an unpaid carer? |
| <input type="checkbox"/> Are you educated beyond secondary school? | <input type="checkbox"/> Over 50 |



What if you were told to select just one of the previous characteristics to describe you? How easy would that be?

- Very easy
- Easy
- Neutral
- Difficult
- Very difficult

We often focus on just one issue, like "race" or "gender," when talking about diversity at work. But as this activity showed, everyone has many identities that make them who they are, hence we don't fit into just one box.

Video – 2.5 minutes

Watch this video to find out exactly what intersectionality is

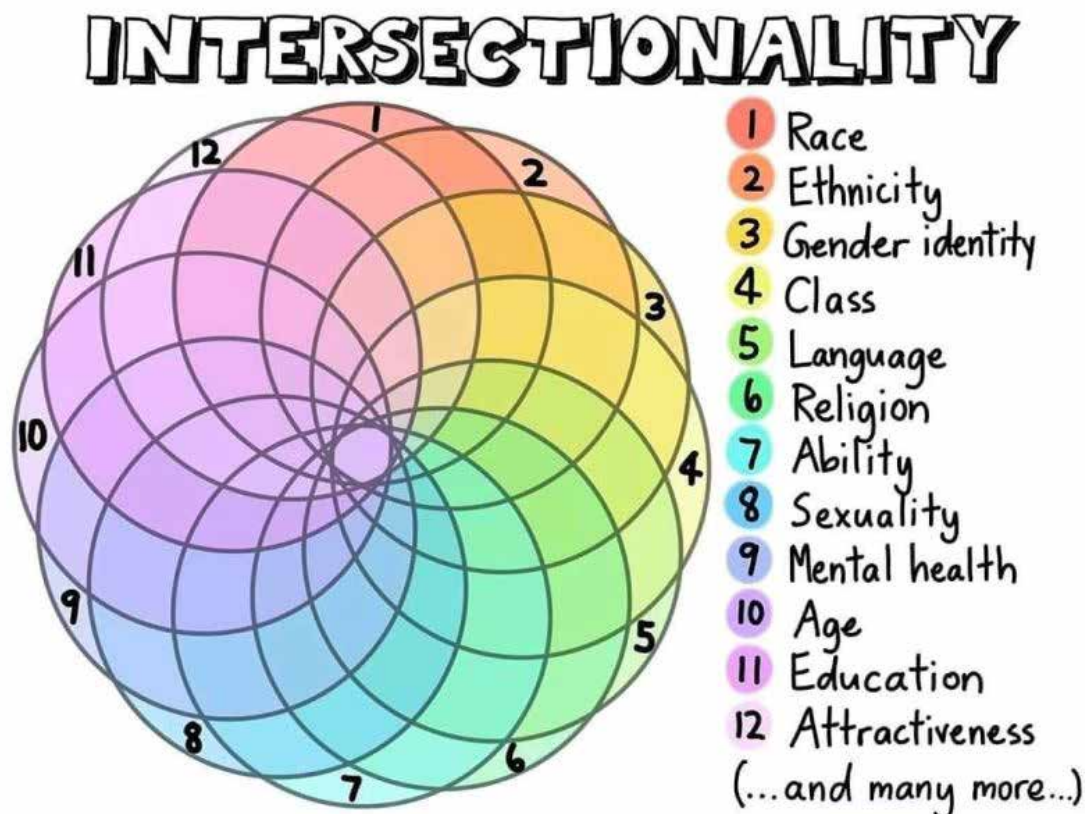


<https://www.youtube.com/watch?v=gN2ecPsg4xo>

What is intersectionality?

Intersectionality means understanding that everyone has many different parts to their identity, like race, gender, sexuality, and class. These parts combine to make each person unique. For example, both a "White heterosexual male" and a "Black lesbian woman" have identities made up of these different parts.

Think of intersectionality like a **Venn Diagram**. Each circle stands for a different part of your identity. The areas where the circles overlap show how these parts come together and affect your experiences. At the centre is you, shaped by this unique mix of identities. This helps to highlight how different we all are.



Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

@syriaduckworth

However, some people face more challenges because they belong to multiple **marginalised groups**.

Intersectional disadvantage

Looking at the statistics, ethnically diverse employees face disadvantages due to their additional characteristics.

For example,

- a Black woman faces sexism because she is a woman and racism because she is Black. This has real impact on her opportunities and career progression.
- Black and South Asian women face longer delays in securing their first jobs compared to their white counterparts, despite being equally or more qualified according to Total Jobs and Diversity Trust research.
- Black disabled women and girls are often denied equal access to training and education resources.
- Asian women are seven times more likely to be mistaken for someone of the same ethnicity. McKinsley&Co 2023.

Data gathered by The Collaboratory and Race Equality Matters revealed that:

44% of respondents say their company's hiring practices do not reflect an understanding of intersectionality.

Despite intersectionality being present throughout our organisations

only

13% said their workplace created a sense of community for people with intersectional identities.

This shows how important it is for workplaces to understand the effects of intersectionality and to work on reducing its disadvantages.



Action: 1 minute

How can you support colleagues with multiple marginalised identities and promote an inclusive workplace culture?

- If you're comfortable, share your own intersectionality with others to promote intersectional thinking.
- Attend a 'Race And' event hosted by Race Equality Matters.
- Support the creation of safe spaces (e.g Tea Break) for people to share experiences, thoughts and feelings of their intersectionality.
- Strike up a conversation with someone with a different background to you and see what you can learn from each other.
- Encourage inclusive language and practices in meetings, ensuring that everyone's perspectives — especially those from underrepresented ethnic groups — are heard.
- When you are talking to a person always remember that they are multi-dimensional, not one-dimensional.

Here is one action you can take as a senior Leader

Support the mental well-being of employees with intersectional identities by reviewing and enhancing policies and benefits to ensure they are inclusive, practical, and responsive to diverse needs.

Action/s I will take:

Action/s I will take:	To be achieved by



If you are interested and would like to find out more.

Please see our additional resources:

[Watch this video to find out really simply intersectionality is and how it impacts people](#)

[What is Intersectionality](#)

[Intersectionality 101: Definition, Facts and Examples](#)

[Intersectionality Matters! A podcast with Kimberlé Crenshaw- the founder of the term intersectionality:](#)

You can help us

If you found today's challenge helpful you can support us to create more solutions

Race Equality Matters provide many solutions resources and events for free, so:

1. Everyone can access them, regardless of budget.
2. The real barriers to race equality in the workplace are addressed.
3. The change we all want to see and feel, is accelerated.



(Donate via this QR Code)

91% say what we are doing will make an impact.

If you or your organisation can help, your donation will mean the world and help end racial inequality. Thank you

A special thank you to some of our key partners and collaborators

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