

Lesson 6: Intersectionality

Opening Quote

"We are not one-dimensional. Our overlapping identities shape how we move through the world."

– Kimberlé Crenshaw

Activity: The Layered Lens

Write down 3–4 identities that describe you (e.g., race, gender, age, profession, language, ability).

 Now, look at them *together*.



- Which combinations give you advantages?
- Which combinations create challenges or barriers?
- How might someone with a different set of overlaps experience the same workplace?

Case Example

 Imagine two employees:

- Employee A: woman, 45, U.S.-born.
- Employee B: woman, 25, immigrant, English is her second language.
- Both are "women," but how might their intersecting identities create different experiences?

Discussion Questions

- Why can't we understand equity by looking at only one identity (e.g., gender or race)?
- How does intersectionality help leaders spot hidden barriers at work?

Action Step

 One way I can recognize intersectionality in my workplace is: