



# Intersectionality

**Intersectionality refers to the way socially constructed categories such as race, class, and gender overlap for individuals or groups, and worsen discrimination or disadvantage.**

## What is intersectionality?

Intersectionality was first described by Black feminist and scholar Kimberlé Crenshaw in a 2013 article coauthored with other feminist scholars. They described intersectionality as “a method and a disposition, a heuristic and analytical tool.”

The word "intersectional" was described by Black feminist theorist Patricia Hill Collins as the “interdependent phenomena” of oppressions based on race, gender, class, sexuality, disability, nationality, or other social categories.

Intersectionality is a way to understand the ways in which various forms of inequality operate together and worsen each other.

For example, we tend to talk about race inequality as separate from inequality based on gender, class, sexuality, ability, or immigrant status. However, some people experience all of these at once, and their outcomes are much worse because of the combination of disparities they experience.

## How do we address intersectionality in our work?

**Target efforts to engage the voices of individuals with intersectional identities** that have previously been marginalized in our work.

**Focus on diversifying the staff** with individuals who have minoritized intersectional identities to enrich our work environment and programs.

**Seek funding** for projects that address communities with intersectional identities that are routinely marginalized.

**Allocate additional resources to F2Fs** that primarily serve intersectional minoritized populations.

**Review benefits policies** to ensure that they are available to staff across intersectional identities.

# Considering intersectionality in the work to achieve equity



**Identify** ALL of the identities of the population or individuals that you are seeking to help or impact



**Assess** the risks for poor outcomes and discrimination that each of those identities face



**Consider** the intersection of these identities and how it increases the level of risk for those with intersectional identities



**Evaluate**, in partnership with individuals from the focus population, strategies and processes to address and/or reduce risk



**Implement** those identified processes in order to improve the outcome and impact of organizational efforts

## More resources on intersectionality



The originator of the term *intersectionality*, **Kimberlé Crenshaw**, takes a look back at the way the term has been used over the past two decades and how intersectionality can be complicated, in [this article](#) by Columbia Law School.



Take a deep dive into "[What Is Intersectionality and Why Is It Important?](#)" from the American Association of University Professors to learn more about the concept.



Watch [this video](#) from the **Center for Intersectional Justice** that explains how intersectionality affects the human experience.



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