

INTERSECTIONALITY

to promote inclusion and belonging

01

WHAT IT MEANS

What?

A term coined by Kimberlé Crenshaw in 1989, is a framework for understanding how various social and political identities—such as race, gender, class, sexuality, and ability—overlap and intersect, creating unique combinations of discrimination and privilege

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WHY IT MATTERS

Why?

It challenges biases and encourages a more comprehensive understanding of social issues, promoting a more equitable society. It allows for a better, more nuanced analysis of how power structures, such as the legal system, impact diverse groups in different ways.

03

HOW IT WORKS

How?

Taking an intersectional approach helps to create more inclusive, effective policies and social justice efforts, ensuring that marginalized groups are not left behind. It allows support to be tailored to the individual as a whole person not as one aspect of their identity.

04

WHO IT HELPS

Who?

An intersectionality approach essentially aims to illuminate the "hidden" or overlooked experiences of those who are most vulnerable in society, in order to create more effective and truly equitable solutions.

05

TAKING ONE SIMPLE STEP

Are you?

Embed a regular check-in to ensure that learners are provided with everything they need, rather than assuming what they need.
"What's one thing I could do to better support how you learn?"



#EqualityMatters
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