

Intersectionality

Overlapping or intersecting social identities that make up an individual.

I. CHECK ALL THAT APPLY TO YOU

- 20s
- PhD
- 40s
- PHYSICAL DISABILITY
- IVY-LEAGUE GRADUATE
- HINDU
- ANIMAL LOVER
- GODPARENT
- EXTROVERT
- AMERICAN
- UNITED STATES CITIZEN
- LATINO
- CAUCASIAN
- MARRIED
- INTROVERT
- FEMALE
- SINGLE PARENT
- LESBIAN
- 1st GENERATION COLLEGE STUDENT
- DIVORCED
- FEMININE
- STATE SCHOOL GRADUATE
- IMMIGRANT
- SPIRITUAL
- LGBTQ ALLY
- CHRISTIAN
- FOODIE
- WIDOW/WIDOWER
- BISEXUAL
- ASIAN
- WORLD TRAVELER
- WEST COAST
- STRAIGHT
- TWIN
- CANCER SURVIVOR
- 50s
- QUEER
- EX-PAT
- LEARNING DISABILITY
- EUROPEAN
- SINGLE
- DOMESTIC PARTNER
- DIABETIC
- PREVIOUS/CURRENT STRESS
- BUDDHIST
- AFRICAN DESCENT
- ATHLETE
- ARTIST
- GAY
- INDIAN
- PREVIOUS/CURRENT PTSD
- SOUTHERN
- OTHER GENDER
- GRANDPARENT
- MALE
- RECOVERING SUBSTANCE USER
- MUSLIM
- ENGLISH AS 2nd LANGUAGE
- PREVIOUS/CURRENT ANXIETY
- HISPANIC
- ONLY CHILD
- 30s
- 60s
- ATHEIST
- YOGI
- PREVIOUS/CURRENT DEPRESSION
- VEGETARIAN
- PREVIOUS/CURRENT CHRONIC PAIN
- BI-RACIAL
- MID-WESTERN
- EAST COAST
- PARENT
- CAREGIVER
- MASCULINE
- MUSICIAN
- TRANSGENDER
- VETERAN
- JEWISH

II. HOW MANY ATTRIBUTES DID YOU CHECK?

Intersectionality

Facilitation Guide

The purpose of this exercise is to build awareness of diversity within a team or organization through the lens of intersectionality and grow understanding of how leadership behavior can impact an employee's ability to show up authentically and contribute with 100% of their strengths in the workplace.

Before the session:

- Print copies of the worksheet

During the session:

- Exercise: Distribute the copies, and give participants 3-5 mins to check off the attributes that represent a part of their identity. Participants can check as many as they want, and they can also add additional attributes if something is missing from the sheet. Ask them to count the total number when they are finished and write it at the bottom.
- Ask participants: "How many of you selected more than 5?" (show of hands) "More than 10?" (show of hands) "More than 15?" (show of hands) "More than 20?" (show of hands)
- Exercise: Go around the room, and ask participants to share a few or all that they selected with the group (this can take up to 10 mins)
- Ask participants: "What if I told you that you could only select one attribute from your sheet? How would that make you feel? (You may hear things like cheated, lacking, stifled, incomplete, etc) Could you make that selection? (Some may say yes, but most will say no)
- Explain: We call the complexity of your identify "intersectionality." It is the intersection of social identities that makes an individual who they are. What we know from external research is that when we ask individuals to cover attributes of identity, it impacts their ability to perform, to connect, and their commitment to the organization. The impact of covering is that we expend more energy working our identify versus working our job.
- Ask participants: Are there areas where we might be unintentionally asking our people to cover attributes of their identity? How might we create a more inclusive culture where this doesn't happen?
- Main takeaways:
 - You probably learned something new about your team even through this simple exercise. Keeping that in mind, there may be opportunities to leverage this kind of exercise to start getting to know your own teams better.
 - Each of us is made up of a complexity of identity, or intersectionality, and as leaders, we have a critical role in creating an inclusive culture for our people. This is also why we want to celebrate all aspects of diversity – the seen and the unseen – in our organization, and why we have set our vision to represent the complexity and diversity of our customers through our own people.

After the session:

- Distribute the [Uncovering Talent whitepaper](#) (if appropriate) for further reading on intersectionality and the impacts of covering in the workplace.