

**INTERSECTIONALITY
 Resource Guide**

SUMMARY

When we discuss diversity and inclusion, we often overlook so many important facets that make each of us who we are. Of course, there are the various “EEO” categories of diversity that are front of mind: gender, age, disability, race and ethnicity, religion, gender identity and sexual orientation. But our identities also include attributes that derive from or are products of our lived experience, such as education level and socioeconomic background. Being aware of and sensitive to intersectionality is essential to having an inclusive environment, and requires taking note of all these different aspects of a person. Taking account of the value of each person’s intersectional identities has great value to individuals, organizations, and society.

The Social Identity Wheel (below) is a pictorial representation of the various identities you may have – the ones that society and the world sees (ascribed) in the inner ring; the ones that you claim through “membership” in various groups (avowed) in the outer ring.



This Resource Guide was developed for ACC NCR by [Erin Berry-McCrea](#), Principal, Beyond Diversity Strategies, The Raben Group.

RESOURCES TO EXPLORE AND REFLECTION QUESTIONS

EMBRACING INTERSECTIONALITY

- **Resources**
 - LinkedIn: [Embracing Intersectionality: Recognizing People's Whole-Selves is Better for Business](#) by Nichelle Grant (article)
 - TED Talk: [Chimamanda Ngozi Adichie: The Danger of a Single Story](#) (link to video provided under terms of a Creative Commons license, BY-NC-ND 4.0 International)
 - Harvard Business Review: [An Intersectional Approach to Inclusion at Work](#) by Ludila N. Praslova (article)
 - Korn Ferry Insights: [The Journey To Becoming A More Inclusive Leader](#)
- **Reflection Questions:**
 - What new insights did you gain into understanding and embracing intersectionality from these materials?
 - What questions do you still have? How are you going to address those unanswered questions?
 - How are you planning to use your new insights in your day-to-day work?

MAKING APPLICATION OF INTERSECTIONALITY

- **Resources**
 - Smithsonian National Museum of African American History & Culture: [Social Identities and Systems of Oppression](#) (article with imbedded videos)
 - TED Talk: [Kimberlé Crenshaw: The Urgency of Intersectionality](#) (link to video provided under terms of a Creative Commons license, BY-NC-ND 4.0 International)
- **Reflection Questions:**
 - How do we, as individuals, recognize all the dimensions of a person?
 - How do we help our organizations adopt an intersectional approach to DEI, and address any business practices at our organizations that run counter to that approach?

ADDITIONAL INFORMATION AND NEXT STEPS

- **Resources**
 - The National Law Review: [What Is Intersectionality](#) (article)
 - LinkedIn: [The Importance of Intersectionality and Allyship in the Workplace](#) by Bleeker (article)
 - Brené Brown LLC: [Trust: Building, Maintaining, and Restoring It](#) (podcast featuring conversation between Brené Brown and Charles Feltman)
- **Reflection Questions:**
 - What are the questions we should be asking ourselves as we interate equity into our work lives?
 - What questions should we be asking ourselves to explore how future challenges. Should influence shaping our strategies (expand, grow, modify, broaden, deepen)?