

Intersectionality Factsheet

Brief overview

Intersectionality is a concept that recognizes individuals may experience overlapping forms of discrimination or privilege based on factors such as race, gender, sexual orientation, socioeconomic status, and more. It acknowledges the complexity of identity and the unique challenges faced by individuals with intersecting marginalized identities.

Workplace considerations

- 1. Equitable Hiring Practices** - Implement equitable hiring practices that consider the diverse experiences and qualifications of individuals with intersecting marginalized identities.
- 2. Inclusive Benefits and Policies** - Develop benefits and policies that address the unique needs of employees with intersecting identities, including healthcare, parental leave, and flexible work arrangements.
- 3. Diverse Leadership Initiatives** - Promote initiatives to foster diverse leadership that includes individuals with intersecting marginalized identities.
- 4. Training and Education** - Provide training programs that educate employees and leaders on the principles of intersectionality to enhance awareness and understanding.

Notable dates

11th September 2023 – Diverse Heritage Day