

# Day 1

## Intersectionality

#RaceEqualityMatters

#EveryActionCounts

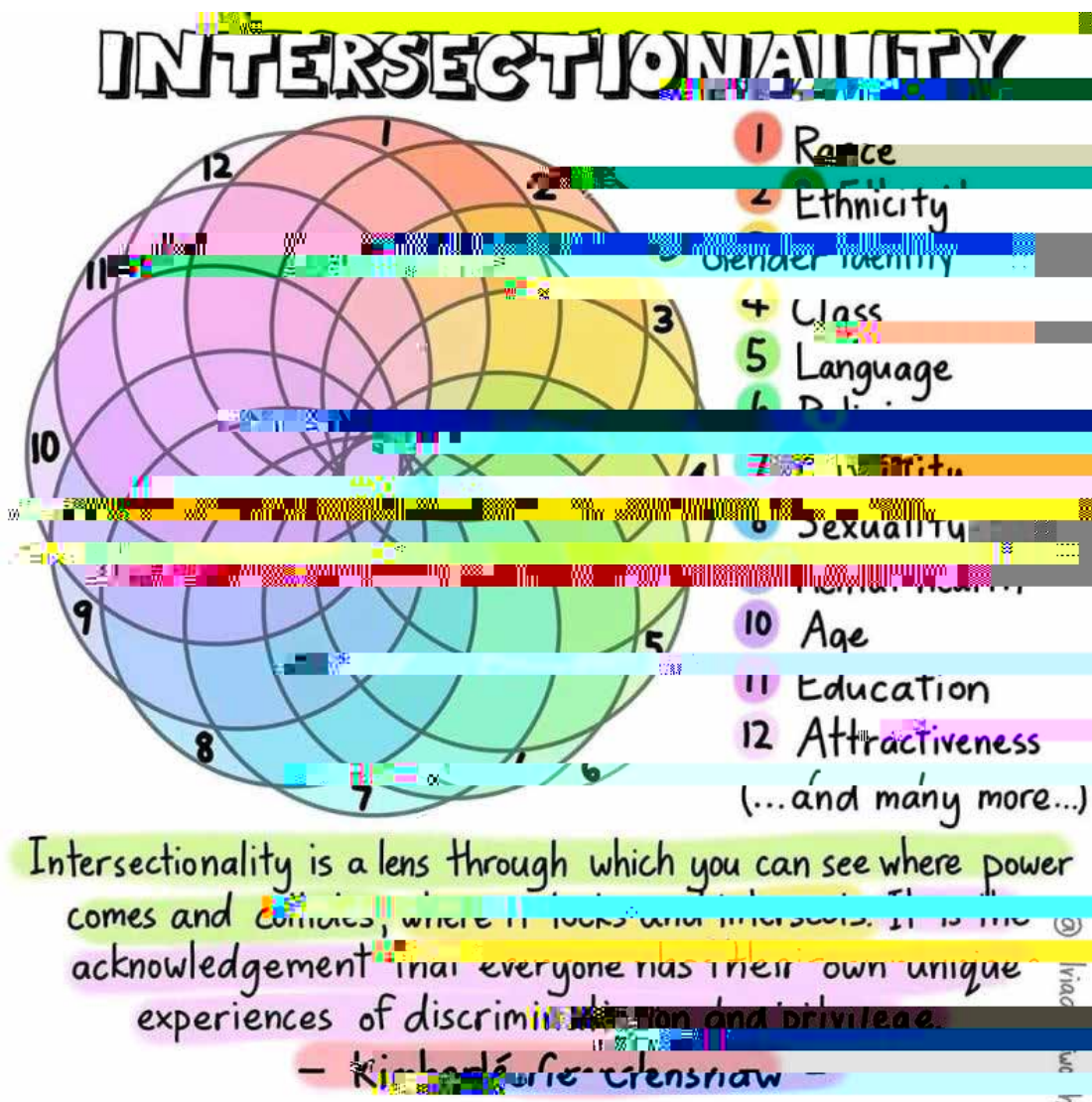




# What is intersectionality?

**Intersectionality** means understanding that everyone has many different parts to their identity, like race, gender, sexuality, and class. These parts combine to make each person unique. For example, both a "White heterosexual male" and a "Black lesbian woman" have identities made up of these different parts.

Think of intersectionality like a **Venn Diagram**. Each circle stands for a different part of your identity. The areas where the circles overlap show how these parts come together and affect your experiences. At the centre is you, shaped by this unique mix of identities. This helps to highlight how different we all are.



However, some people face more challenges because they belong to multiple **marginalised groups**.



# Intersectional disadvantage

Looking at the statistics, ethnically diverse employees face disadvantages due to their additional characteristics.

For example,

- ☞ a Black woman faces sexism because she is a woman and racism because she is Black. This has real impact on her opportunities and career progression.
- ☞ Black and South Asian women face longer delays in securing their first jobs compared to their white counterparts, despite being equally or more qualified according to Total Jobs and Diversity Trust research.
- ☞ Black disabled women and girls are often denied equal access to training and education resources.
- ☞ Asian women are seven times more likely to be mistaken for someone of the same ethnicity. McKinsley&Co 2023.

Data gathered by The Collaboratory and Race Equality Matters revealed that:

**44%** of respondents say their company's hiring practices do not reflect an understanding of intersectionality.

Despite intersectionality being present throughout our organisations

only

**13%** said their workplace created a sense of community for people with intersectional identities.

This shows how important it is for workplaces to understand the effects of intersectionality and to work on reducing its disadvantages.





# You can help us

If you'd like to help us create a better world

Race Equality Matters provide many solutions resources and events for free, so:

1. Everyone can access them, regardless of budget.
2. The real barriers to race equality in the workplace are addressed.
3. The change we all want to see and feel, is accelerated.



(Donate via this QR Code)

91% say what we are doing will make an impact.

If you or your organisation can help, your donation will mean the world and help end racial inequality. Thank you

## A special thank you to some of our key partners and collaborators



To find out more about membership  
 click here: [raceequalitymatters.com/become-a-member/](https://raceequalitymatters.com/become-a-member/)