



Ideas • Strategy • Insight • Results



DEI and Intersectionality: What Do They Bring to Diversity Management

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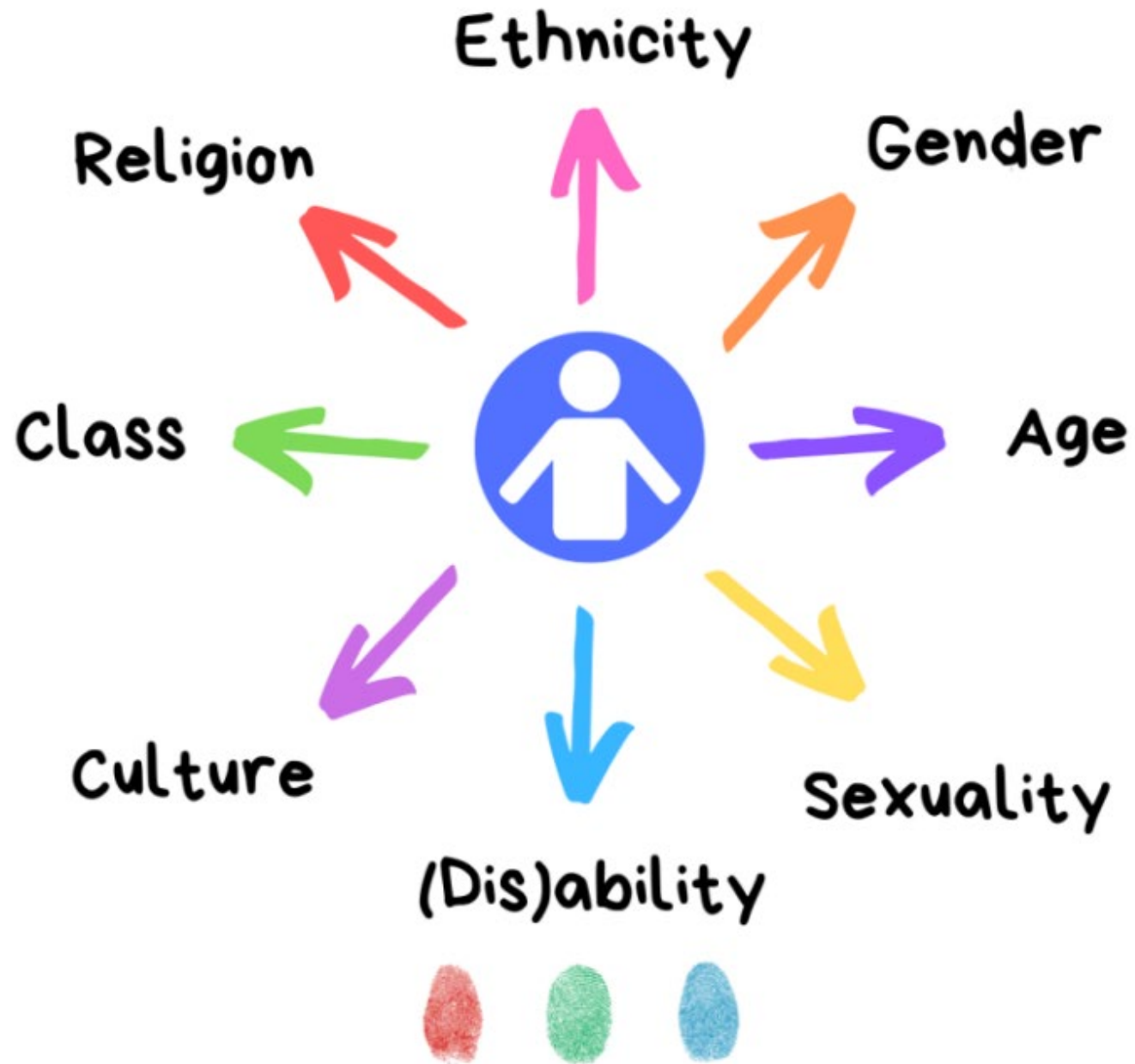
- **Diversity** – The full range of lived experiences and core identities encompassing everyone.
- **Equity** - The process of being fair, just, and impartial while acknowledging historical and current societal injustices.
- **Inclusion** - The intentional creation of conditions where everyone is valued, so we can leverage the power of differences.
- **Belonging** – The engagement of the full potential of an individual where their views, beliefs, and values are implicitly integrated into the larger whole.

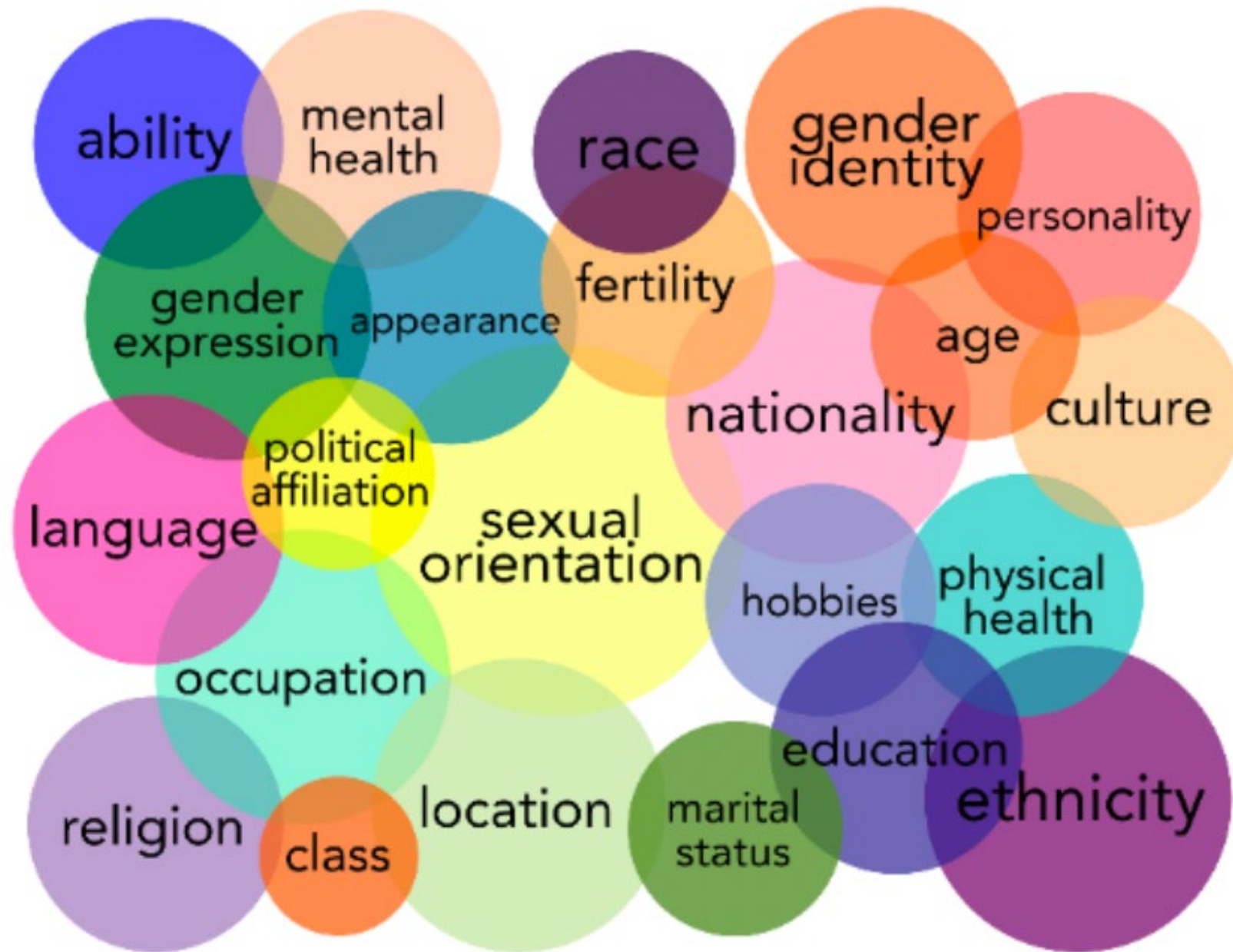


Intersectionality – the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

- Intersectionality was coined by Kimberle Crenshaw 32 years ago to help explain the oppression of African-American women.
- Intersectionality is an analytical framework for understanding how aspects of a person's social and political identities combine to create different modes of discrimination and privilege.
- People encompass more than one characteristic.





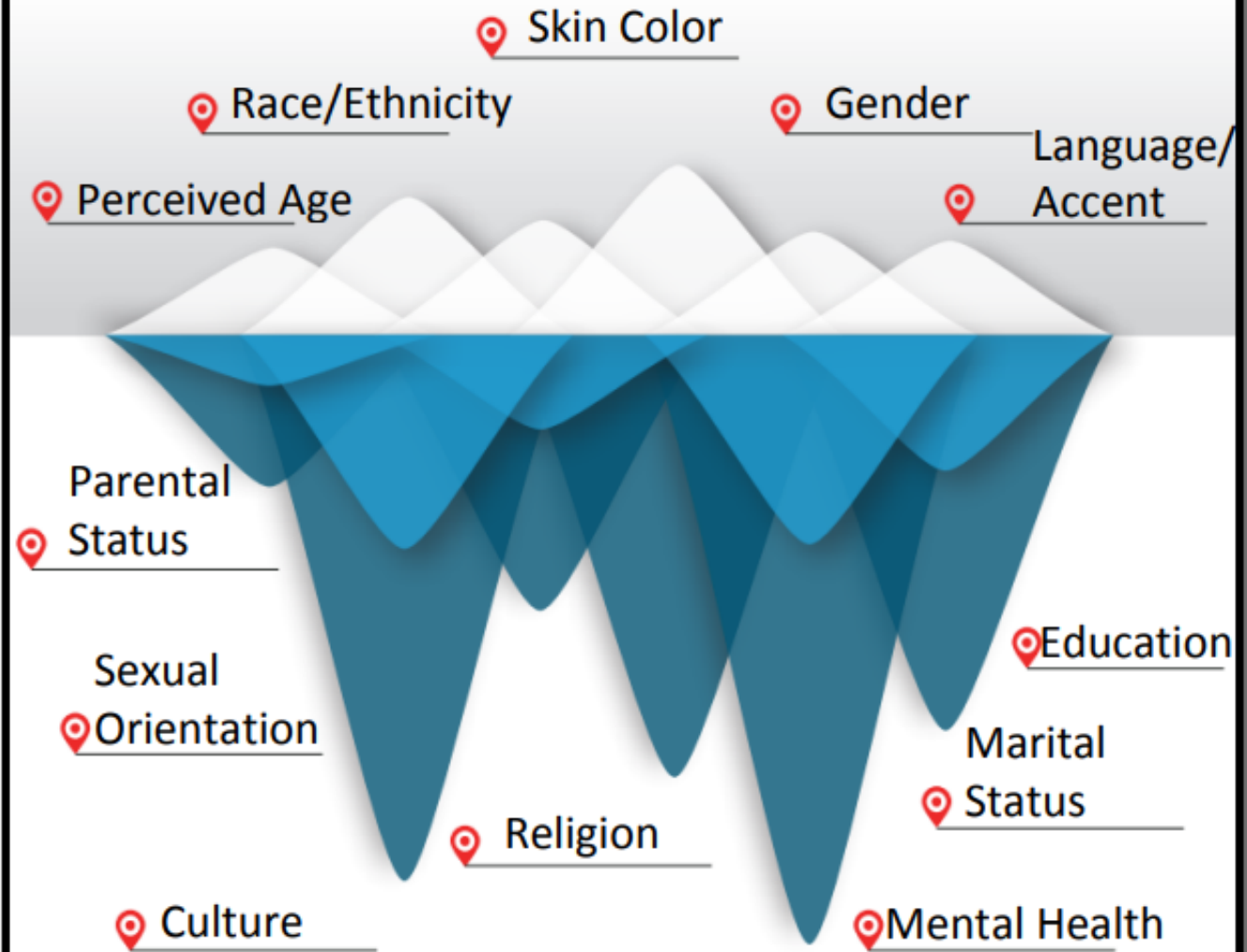


**How do you think intersectionality
affects an organization's workforce?**





THE ICEBERG MODEL



Why do companies need to focus on intersectionality?

- It isn't possible to bring one part of yourself to work
- Create for psychological safety
 - Top-down transparency/vulnerability
 - Promote self-awareness
 - Show genuine concern and care for team
 - Actively solicit input and show value and appreciation for ideas

Four Main Categories in Which People Feel the Need to Downplay Their Identities:

1. **Appearance:** individuals change grooming, attire, and mannerisms (e.g., tattoos, dreadlocks)
2. **Affiliation:** individuals do not talk about meaningful relationships (e.g., motherhood)
3. **Advocacy:** individuals avoid specific topics related to identity (e.g., veteran status)
4. **Association:** individuals avoid being around specific people (e.g., lesbian, gay, bisexual, or transgender people)



Inclusion Doesn't Exclude



Tie Up Intersectionality Key Concepts:

1. All diverse characteristics aren't visible
2. Every person is the sum of their parts
3. Psychological Safety is necessary in the workplace
4. Inclusion doesn't exclude



What Can You Do?

1. Visible and vocal allyship
2. Bring ideas to the table that cause your organization to look at people wholistically
3. Challenge linear approaches to DEIB
4. Recognize your bias (conscious or unconscious) and check them at the door.