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## What is Intersectionality?

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Intersectionality is a concept coined by author, professor, scholar, and civil rights advocate [Kimberlé Crenshaw](#) in 1989, which describes how various characteristics such as race, ethnicity, gender, class, religion, sexual orientation, age, and disability intersect and impact the experiences of marginalized people and groups.

For example, as a Black woman, I have some disadvantages because I'm a woman, and I have other disadvantages because

- » **Improved client relations:** Clients are more likely to do business with organizations they perceive as inclusive.

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## What are Examples of Intersectionality in the Workplace?

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Intersectionality in the workplace centers on understanding how the interplay of identities impacts individuals and groups within a work environment by incorporating this understanding into processes and procedures, from recruitment strategy to professional development and leadership opportunities.

A lack of awareness of intersectionality in the workplace can manifest in many ways, including lack of representation and microaggressions.

- » **Lack of representation:** People of color, women, and those in the LGBTQ+ community are underrepresented in leadership positions.
- » **Microaggressions:** Microaggressions are subtle, everyday forms of discrimination that can have a significant impact on the workplace. For example, a male colleague may infantilize his female, disabled coworker by saying, "Let me help you with that," and taking over the task, even if she didn't ask for or need help.

These are just a few examples of how intersectionality can impact people in the workplace, so it's important to remember that everyone's experiences are unique; no two people will experience intersectionality in the same way because no two people share the same lived experience.


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## What Can Leaders Do to Create an Intersectional Workplace?

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By creating more inclusive workplaces, businesses can reap the benefits of a diverse workforce. Companies that consider intersectionality can

by creating a culture where everyone feels comfortable reporting microaggressions and other forms of discrimination.

Intersectionality is a complex concept, but by understanding how intersectionality can impact your employees' experiences you can take intentional action to create a more inclusive workplace. 



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### About the Author

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Masai Lawson is the Senior Manager of Talent Acquisition and Inclusion at Gannett Fleming. Masai can be reached at [mlawson@gfnet.com](mailto:mlawson@gfnet.com).

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### About the Article

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