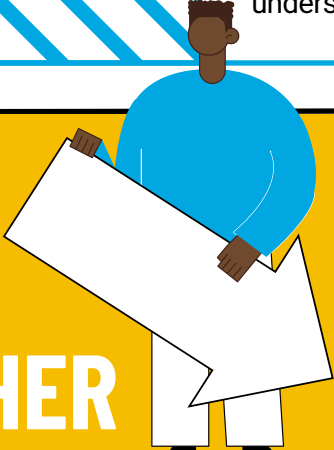



INTERSECTIONALITY



Intersectionality is a framework of conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people's overlapping identities and experiences in order to understand the complexity of prejudices they face.

IN OTHER WORDS

Everyone has many different aspects to their identity that overlap and intersect in unique and diverse ways. Intersectionality refers to how characteristics combine in a way that may lead to discrimination because of that specific identity. For example: a young Muslim woman may face challenges associated with being female and challenges associated with being Muslim that differ from challenges faced by Muslim men or secular women.

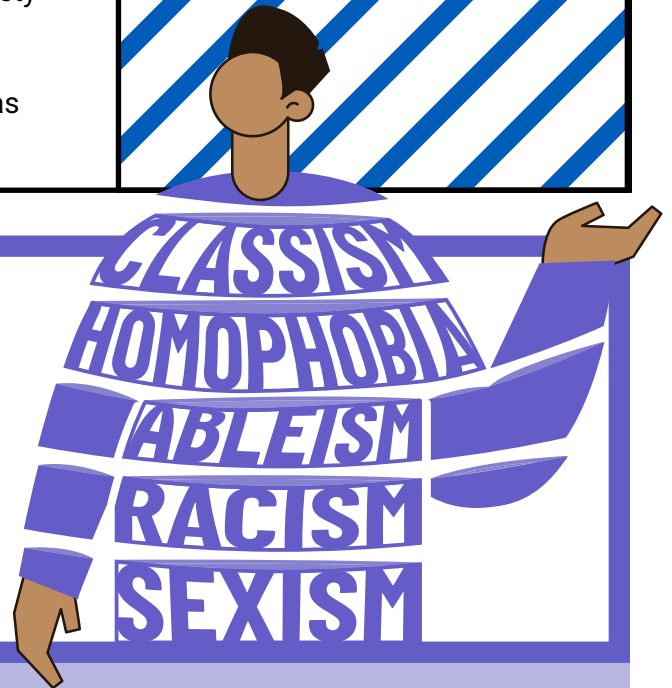


Intersectionality is not just about individual characteristics like age, race, sexuality or disability, it is about listening to the person and being confident enough to explore how these often negatively stereotyped characteristics can collide and create a unique form of oppression when they all combine.

It is important to acknowledge the impact of intersectionality when considering racial inequalities in the UK. Gender, socio-economic background, sexual orientation and disability, for example, can add to the complexity of an individual's experiences of racism and discrimination.

With such a huge range of possible identities, practitioners are not expected to instinctively comprehend the impact of every different combination – but without some level of intersectional understanding, those most marginalised in our society will not receive the holistic and fair responses that they deserve. It is important to explore individuals' perception of their own identity awareness as well as their beliefs, customs and traditions.

THE IMPACT OF INTERSECTIONALITY



Crenshaw (1989) identified that a person's interactions with the world are not just solely based on one aspect of their identity but are rather layered and multifaceted; interactions in which racism, sexism, ableism, classism, homophobia (and other forms of oppression) are experienced simultaneously and are inter-related and overlapping.

ADAPTED FROM
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CPD Resources

- Video – What Is Intersectionality?

