



VERCIDA Consulting

Examining Intersectionality
- Challenges, Solutions &
Resolutions

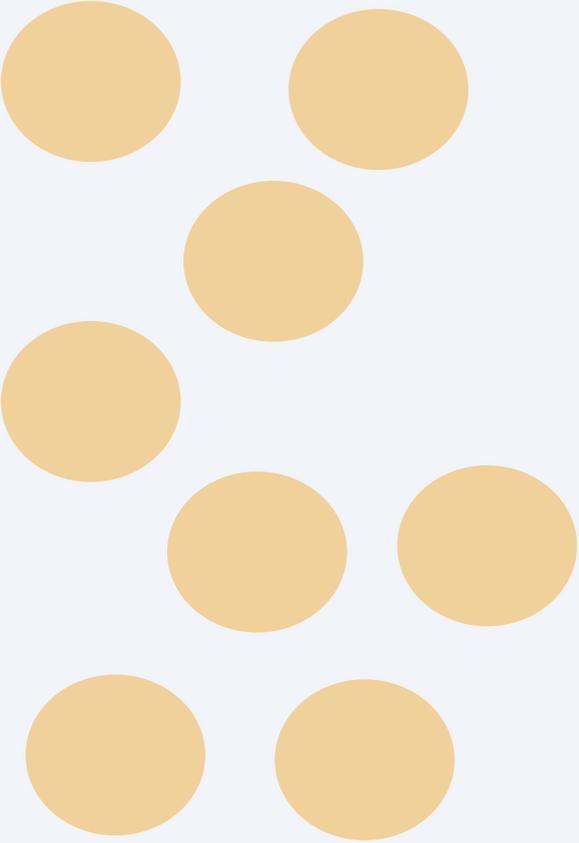
Dan Robertson

Director

**DIVERSITY THROUGH
EXPERT INSIGHT**



3 key challenges to the
current approach

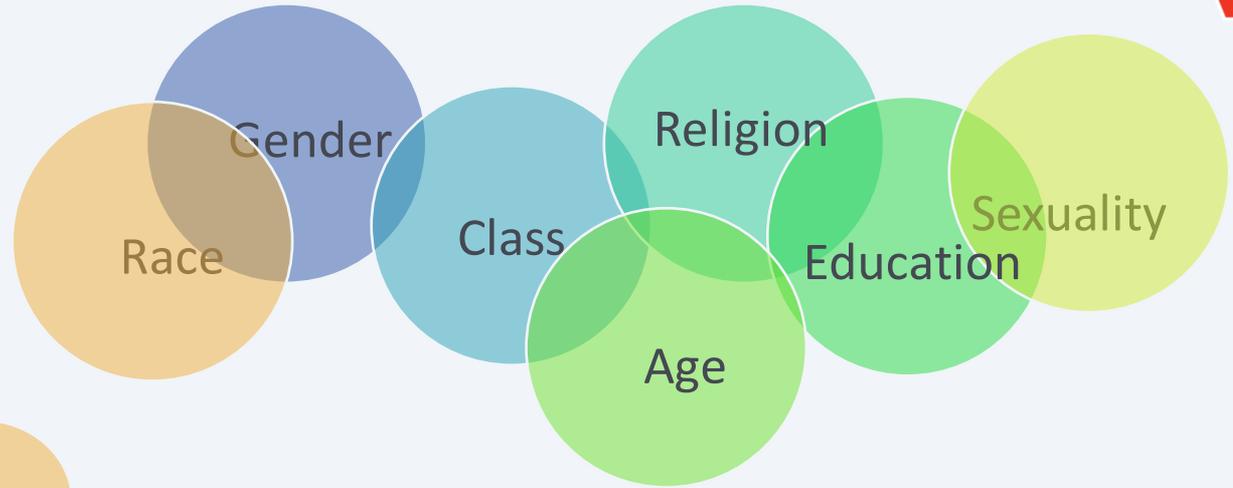


Power and privilege vs disadvantage, exclusion and discrimination



Categorizing is necessary for humans, but it becomes pathological when the category is seen as definitive, preventing people from considering the fuzziness of boundaries, let alone revising their categories.

Nassim Nicholas Taleb

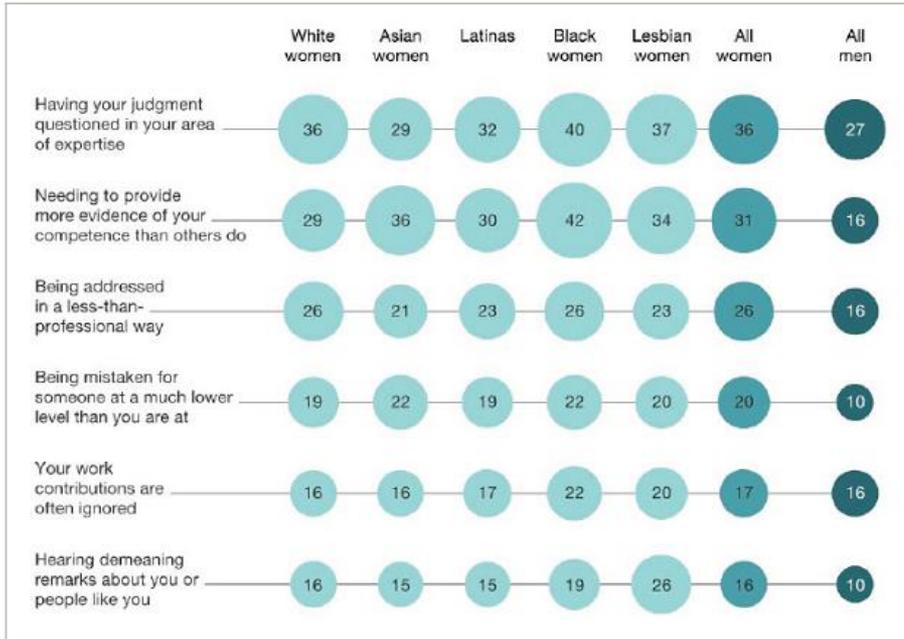


Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It's not simply that there's a race problem here, a gender problem here, and a class or LBGTQ problem there. Many times that framework erases what happens to people who are subject to all of these things.

Kimberlé Crenshaw



Figure 2 - Employees Who Have Experienced Micro-aggressions in the Workplace (%)



Source: Krikovich, Alexis, et al. "Women in the Workplace 2018." McKinsey & Company, October 2018

"As a woman of color, students often challenge us in a way they don't challenge their male professors, especially their white male professors."

Yung-Yi Diana Pan, assistant professor of sociology at Brooklyn College



The growing backlash effect and the rise of identity politics

An “intersectional erasure”

What’s most problematic about the contemporary conversation is the complete irrelevance of women of color. People talk about how constituencies, specifically working class white men, saw a terrible deterioration of their prospects and they were angry and wanted to vote for someone not part of the establishment.

Why is the intersection of maleness and whiteness driving our analysis and not the intersection of being a woman and a person of color?



Moving the agenda forward



Use People analytics:

Hiring
Work allocation
Time with key
stakeholders
Performance
management scores
Measure perceptions of
belonging



Group norms and psychological safety; from being colour, (and gender etc) blind to being colour, (and gender) brave



Adopt the principle of Intersectional Amplification



Visibility, representation and role models matter



Awareness rising and education

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