

Intersectionality

What is it and why is it important?

Your pieces (sexuality, size, class, race, age, etc.) get put together to create distinct levels of power or lack of power in your life. Considering all of those pieces and their effects is intersectionality.



How is this helpful?

When we consider intersectionality, we can work towards creating safe spaces and stopping discrimination.

Sometimes, we might only think about one factor:

- How will a *senior* experience this program?
- How will a *woman* experience this service?
- How will a *newcomer* experience this policy?

With our new understanding, we can consider all the factors which effect experience:

- How will an older, female, newcomer experience this?

Stereotypes & biases

We all have generalized beliefs - good or bad - about people. That's what a **stereotype** is. Books, movies, advertising, and more can reinforce stereotypes. This leads to "**implicit bias**". A hidden attitude that affects our understanding, feelings, and actions with other people.



Want to know more? Check out these links.

[What is intersectionality?](#)

[Where did it come from?](#)

[How does intersectionality
affect health?](#)



Need help or have questions?

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Key points

- Your experience of the world gets shaped by your unique self
- We all have multiple pieces that make us who we are. These pieces might mean that we face discrimination in multiple ways at one time
- We all have stereotypes and biases. These affect how we act towards other people
- Recognizing our stereotypes and biases is the first step towards changing them