FRAMEWORK FOR INTERSECTIONALITY IN THE WORKPLACE

Intersectionality is a lens, a prism, for seeing the ways in which various forms of inequality often operate together and exacerbate each other.

- Intersections Amplify Bias: An individual may experience compounded challenges if they belong to multiple marginalized groups (e.g., a justice-involved woman of color).

- Inclusive Practices Reduce Barriers: Implementing fair hiring practices, cultural competency training, and equitable policies can mitigate biases.

- Proactive Support: Addressing the specific needs of each group (e.g., mentoring programs) fosters a more inclusive and productive workplace.

The table below is a framework for understanding how intersectionality shapes workplace dynamics.

Identity Factor	Examples of Intersection in Workplace	Impact on Hiring Practices	Impact on Workplace Culture	Potential Biases or Barriers
Gender	Women, non-binary individuals, and men experience workplace policies, opportunities, and treatment differently.	Gendered job descriptions, unequal pay, fewer opportunities for women in leadership.	Gender stereotypes influencing roles, e.g., "women are nurturing."	Discrimination based on traditional gender roles or expectations.
Race/Ethnicity	People of color may face systemic barriers or cultural insensitivity in the workplace.	Resume name bias, unequal access to networks or referrals.	Lack of representation in leadership, microaggressions.	Implicit bias affecting evaluations, promotions, or mentorship opportunities.
Justice-Involvement	Justice-involved individuals may encounter stigma or exclusion due to criminal records.	Exclusionary background checks, restrictive policies on hiring.	Fear of disclosure, reluctance to offer growth opportunities.	Assumptions about reliability, trustworthiness, or professionalism.

Identity Factor	Examples of Intersection in Workplace	Impact on Hiring Practices	Impact on Workplace Culture	Potential Biases or Barriers
Socioeconomic Status	Low-income backgrounds can limit access to education or skill-building opportunities.	Overemphasis on elite educational credentials or unpaid internships.	Cultural disconnect, difficulty affording workplace attire or technology.	Bias against individuals with nontraditional career paths or gaps in employment.
Disability	Employees with disabilities may encounter physical, technological, or attitudinal barriers.	Inaccessible job applications, lack of accommodations during interviews.	Exclusion from social events, assumptions about capability.	Stereotypes about productivity, adaptability, or cost of accommodations.
Sexual Orientation	LGBTQ+ individuals may face exclusion or discrimination in less inclusive environments.	Fear of disclosing orientation during hiring process due to potential bias.	Limited support systems, risk of microaggressions or exclusion.	Assumptions about lifestyle or "fit" with workplace culture.
Age	Older workers may face stereotypes of being less tech-savvy, while younger workers may be seen as inexperienced.	Age-biased job postings (e.g., "digital native" implying youth).	Different communication styles across age groups, exclusion from innovation roles.	Bias against older workers during hiring and promotions; assumptions about younger workers' commitment or expertise.
Religion	Religious employees may need accommodations for prayer or holidays.	Lack of flexibility in scheduling or religious observance policies.	Cultural insensitivity, lack of inclusivity in celebrations or discussions.	Discrimination based on visible religious practices or clothing.