

# INTERSECTIONALITY EXERCISE



The purpose of the Intersectionality exercise is to explore how we are all different. In other words, none of us sit in just one 'bucket'. We all have different characteristics, whether that be our nationality, our age, our religion, our disabilities our gender and sexual orientation.

The characteristics we possess will overlap – meaning we have different experiences of the world to someone who, on the surface, might at first glance might appear to be the same as us.

This exercise helps us think past what we may see or hear when we meet someone, to think about how different characteristics may present barriers or advantages in the workplace. When we are doing this, we are thinking Intersectionally.

## HOW TO USE THE CHECKLIST:

1. Hand out the sheet to the participants. Explain that this is a list of characteristics and experiences, they are random and just a selection of what could be an infinite list (Administrator - feel free to edit the list if you think it would be useful)
2. Ask them to tick the characteristics that apply to them – give them all the time they need
3. Once everyone has finished ask each individual to share their total number
4. Then ask the question – 'What would you say if someone asked you for just one – which one would you choose?'
5. Then ask the group to consider 'what it would feel like to be judged only by this one attribute or characteristic' 'What about the other elements and characteristics that combine to make you, you?'
6. Field a discussion about difference and how what makes us individual is often something that people don't see on the outside but shapes our experience of the world. We are not just 'one thing' but a mixture of experiences, no one person is the same – we are all unique and our experiences of the workplace will be unique too, sometimes advantageous, sometimes encountering barriers.
7. Close the discussion by reminding people of the idea of Intersectionality – how we all experience the world differently based on who we are and the characteristics we possess.

# INTERSECTIONALITY EXERCISE



## 1. Select all that apply to you:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Single                          | <input type="checkbox"/> Musician                      | <input type="checkbox"/> White                       |
| <input type="checkbox"/> Ex-Pat                          | <input type="checkbox"/> Muslim                        | <input type="checkbox"/> Female                      |
| <input type="checkbox"/> 20s                             | <input type="checkbox"/> Cancer Survivor               | <input type="checkbox"/> University graduate         |
| <input type="checkbox"/> PhD                             | <input type="checkbox"/> 50s                           | <input type="checkbox"/> Free school meals           |
| <input type="checkbox"/> Physical disability             | <input type="checkbox"/> Artist                        | <input type="checkbox"/> Hidden disability           |
| <input type="checkbox"/> British                         | <input type="checkbox"/> Indian heritage               | <input type="checkbox"/> English 2nd language        |
| <input type="checkbox"/> Extravert                       | <input type="checkbox"/> Grandparent                   | <input type="checkbox"/> Only child                  |
| <input type="checkbox"/> Animal lover                    | <input type="checkbox"/> Male                          | <input type="checkbox"/> 60s                         |
| <input type="checkbox"/> 40s                             | <input type="checkbox"/> Neurodivergent                | <input type="checkbox"/> Previous/current PTSD       |
| <input type="checkbox"/> Parent                          | <input type="checkbox"/> Bisexual                      | <input type="checkbox"/> Gay                         |
| <input type="checkbox"/> Lesbian                         | <input type="checkbox"/> Queer                         | <input type="checkbox"/> Dancer                      |
| <input type="checkbox"/> Divorced                        | <input type="checkbox"/> Introvert                     | <input type="checkbox"/> American                    |
| <input type="checkbox"/> Immigrant                       | <input type="checkbox"/> Diabetic                      | <input type="checkbox"/> Hindu                       |
| <input type="checkbox"/> LGBTQIA+ Ally                   | <input type="checkbox"/> 30s                           | <input type="checkbox"/> Masculine                   |
| <input type="checkbox"/> Christian                       | <input type="checkbox"/> Atheist                       | <input type="checkbox"/> Previous/current depression |
| <input type="checkbox"/> Widow/Widower                   | <input type="checkbox"/> Vegan                         | <input type="checkbox"/> Parent                      |
| <input type="checkbox"/> Straight                        | <input type="checkbox"/> Veteran                       | <input type="checkbox"/> Latinx                      |
| <input type="checkbox"/> Twin                            | <input type="checkbox"/> Transgender                   | <input type="checkbox"/> Wheelchair user             |
| <input type="checkbox"/> Athlete                         | <input type="checkbox"/> Previous/current chronic pain | <input type="checkbox"/> Tall                        |
| <input type="checkbox"/> Buddhist                        | <input type="checkbox"/> Jewish                        | <input type="checkbox"/> First generation immigrant  |
| <input type="checkbox"/> Mixed race                      | <input type="checkbox"/> Aunt/Uncle                    |  |
| <input type="checkbox"/> Caregiver                       |  |  |
| <input type="checkbox"/> Grew up in the South of England |  |  |

## 2. How many attributes did you select?