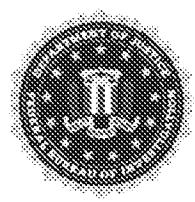




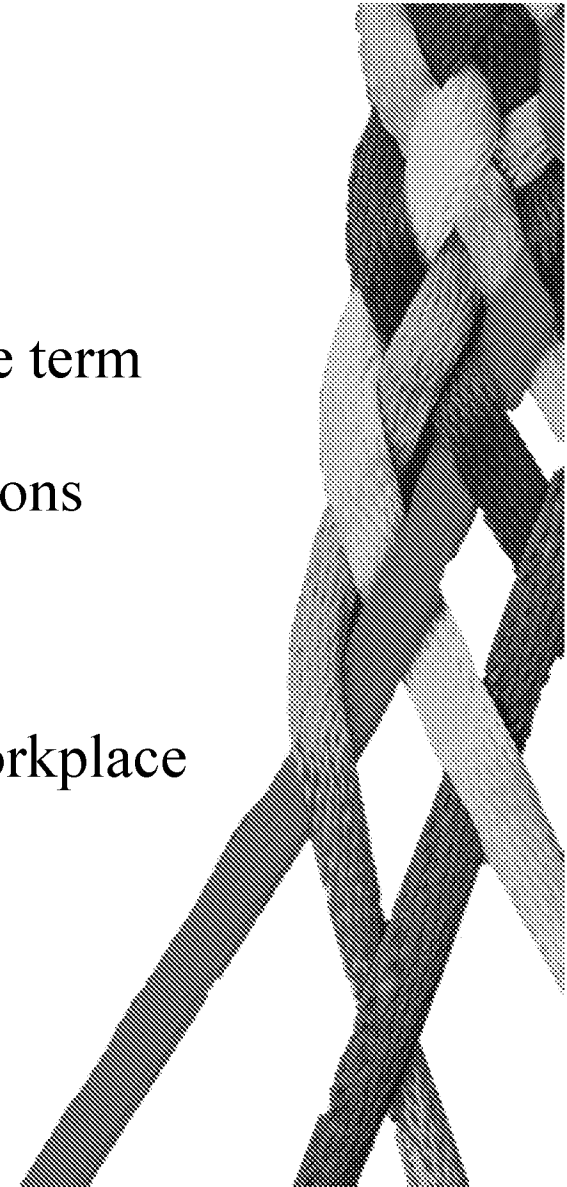
The Office of Diversity and Inclusion

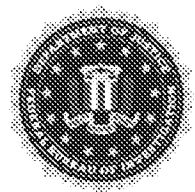
The Intersectionality Workshop



Objectives

- Define “Intersectionality” and review the history of the term
- Reflect on identity and engage with our own intersections
- Discuss the role of intersectionality in our work
- Learn tips and tricks for increasing inclusion in the workplace





Community Agreement



**Come With Good
Intentions and
Assume Others
Did As Well**



Be Present



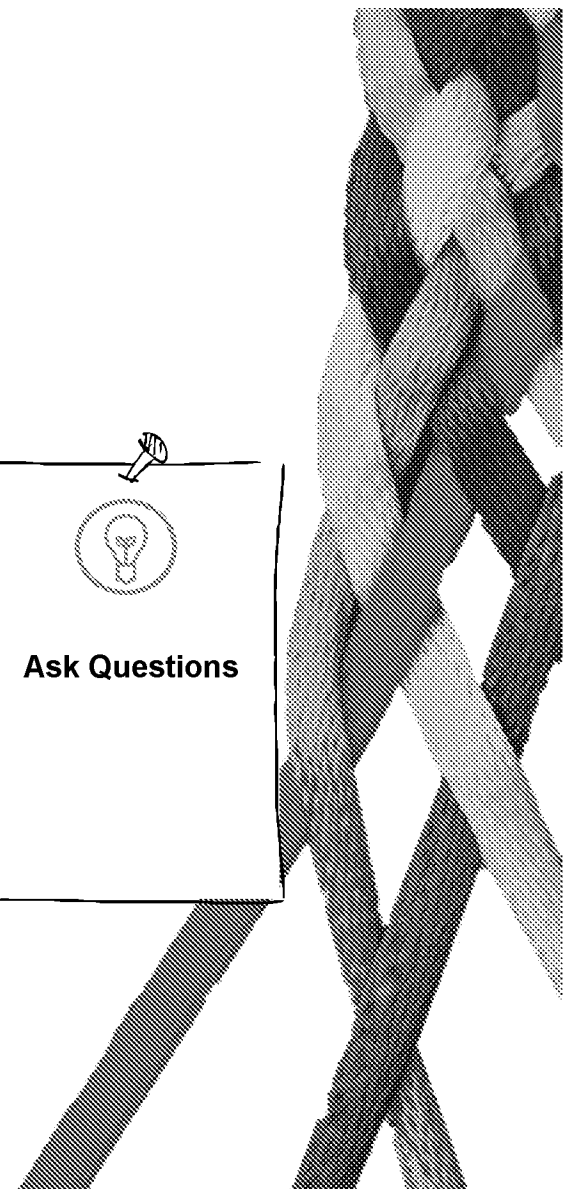
**Confidentiality is
Key: Knowledge
Leaves, Identities
Stay**

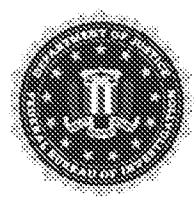


Share the Floor



Ask Questions

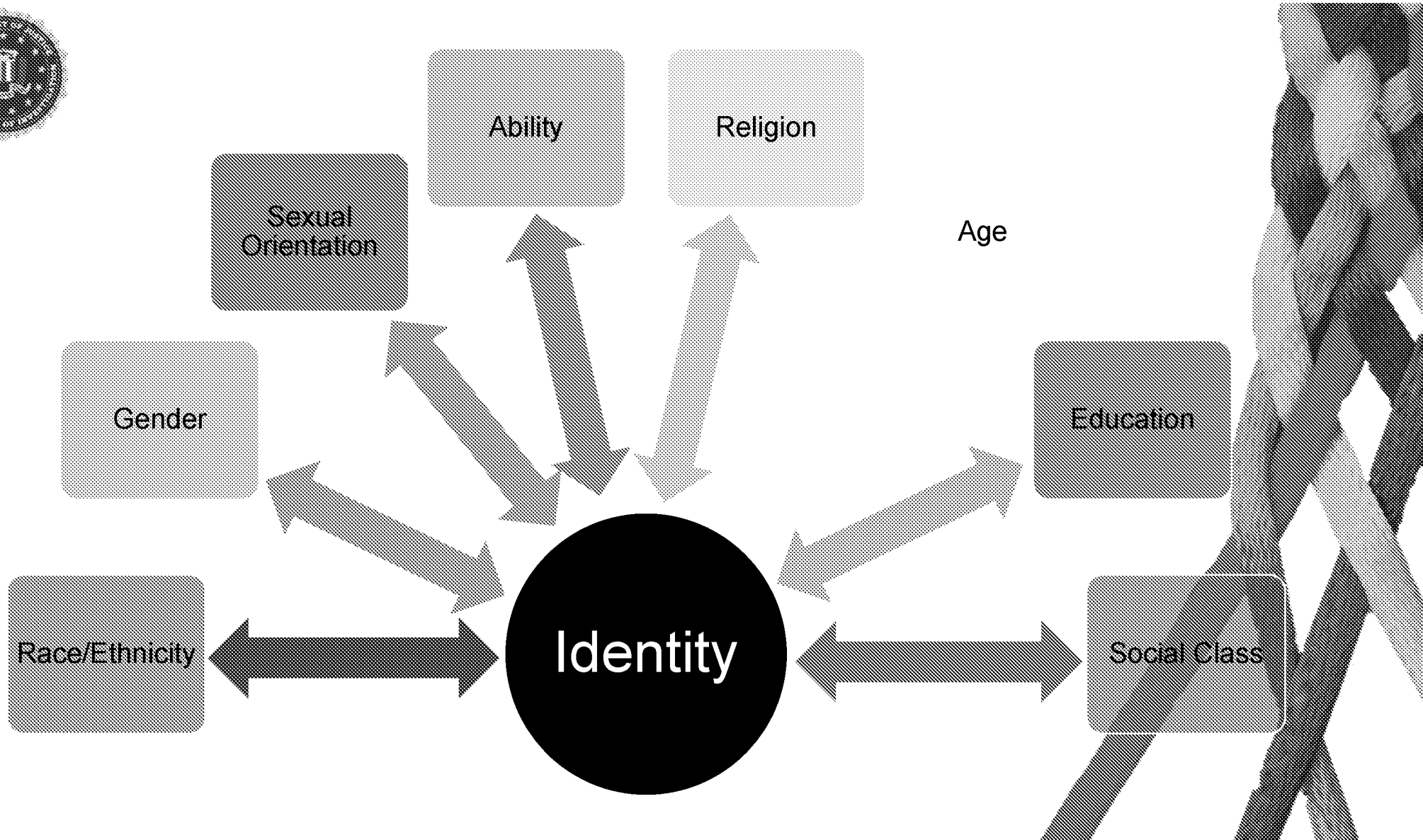
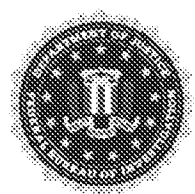


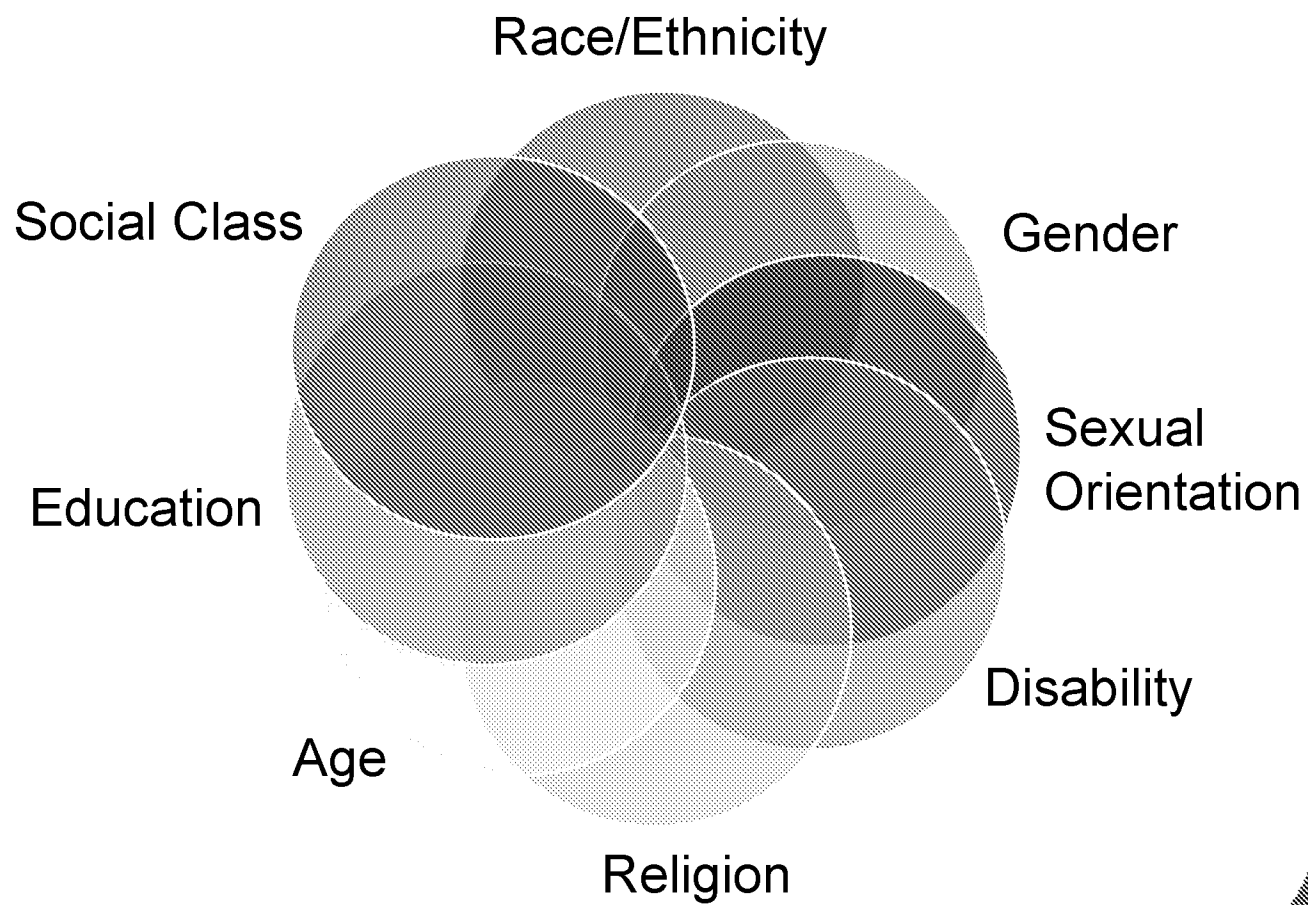
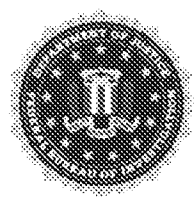


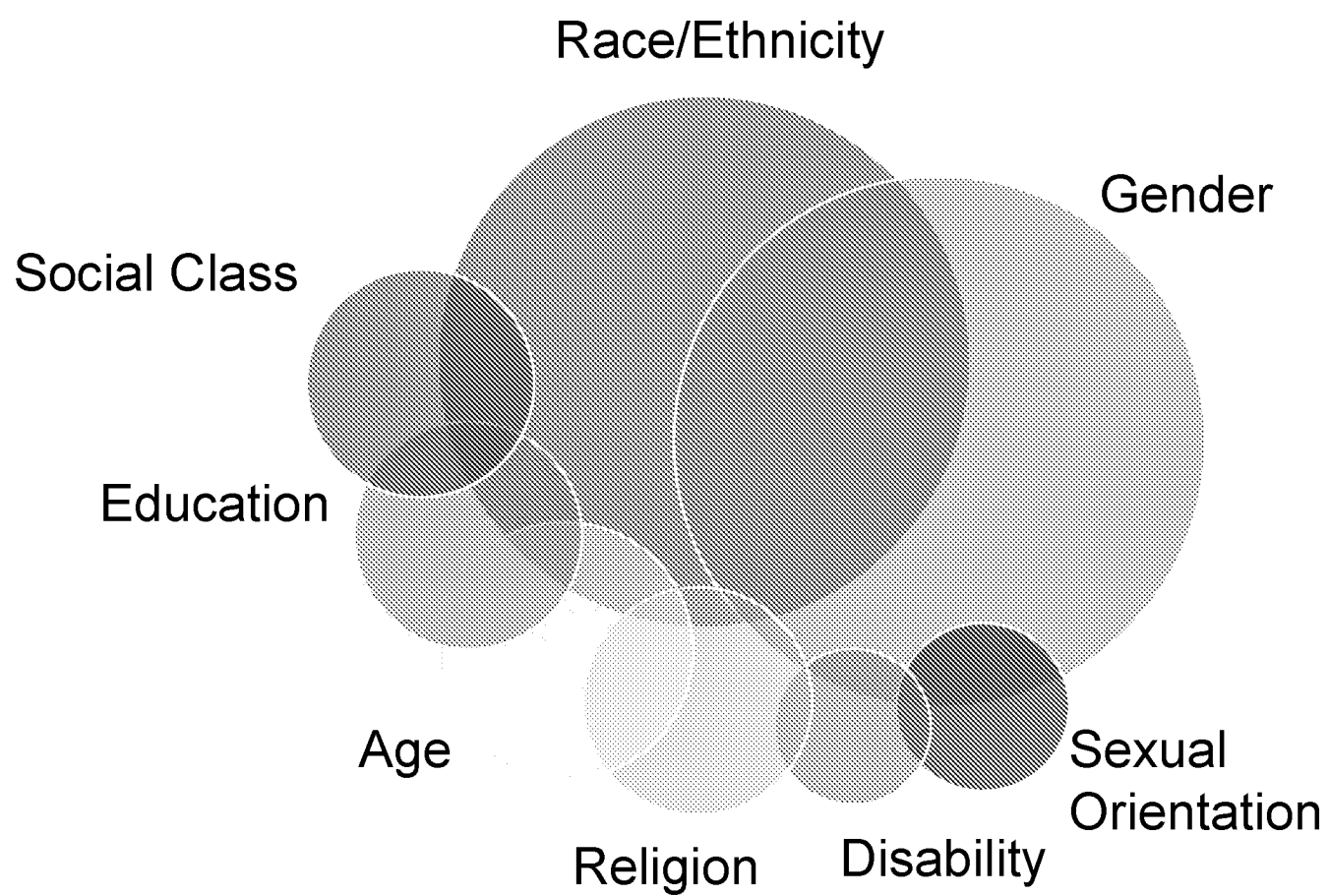
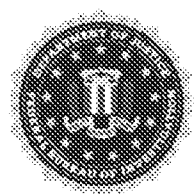
What is Intersectionality?

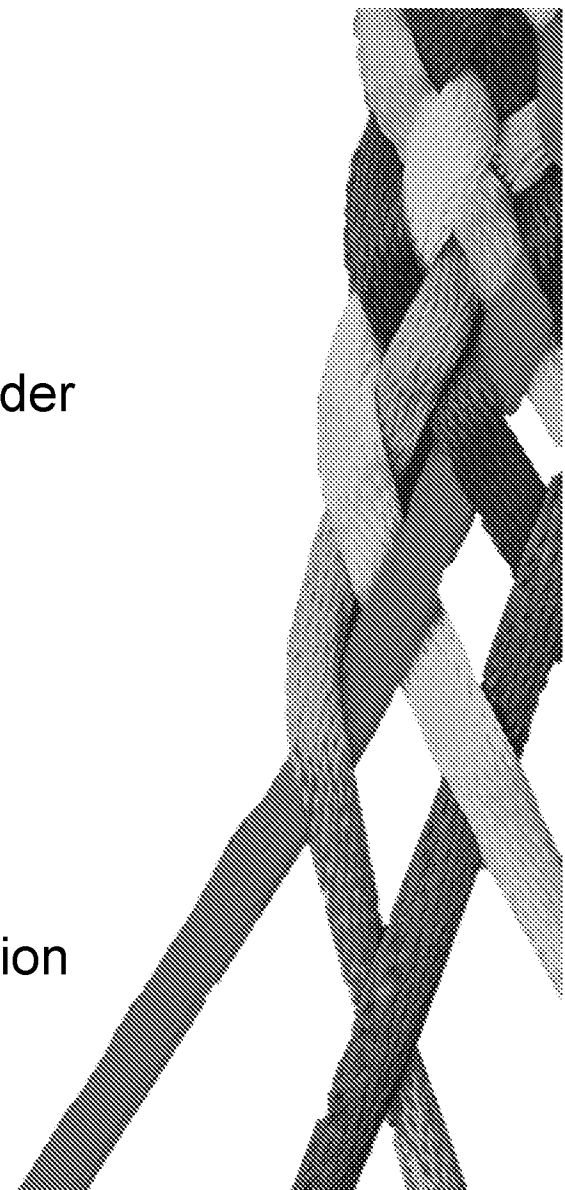
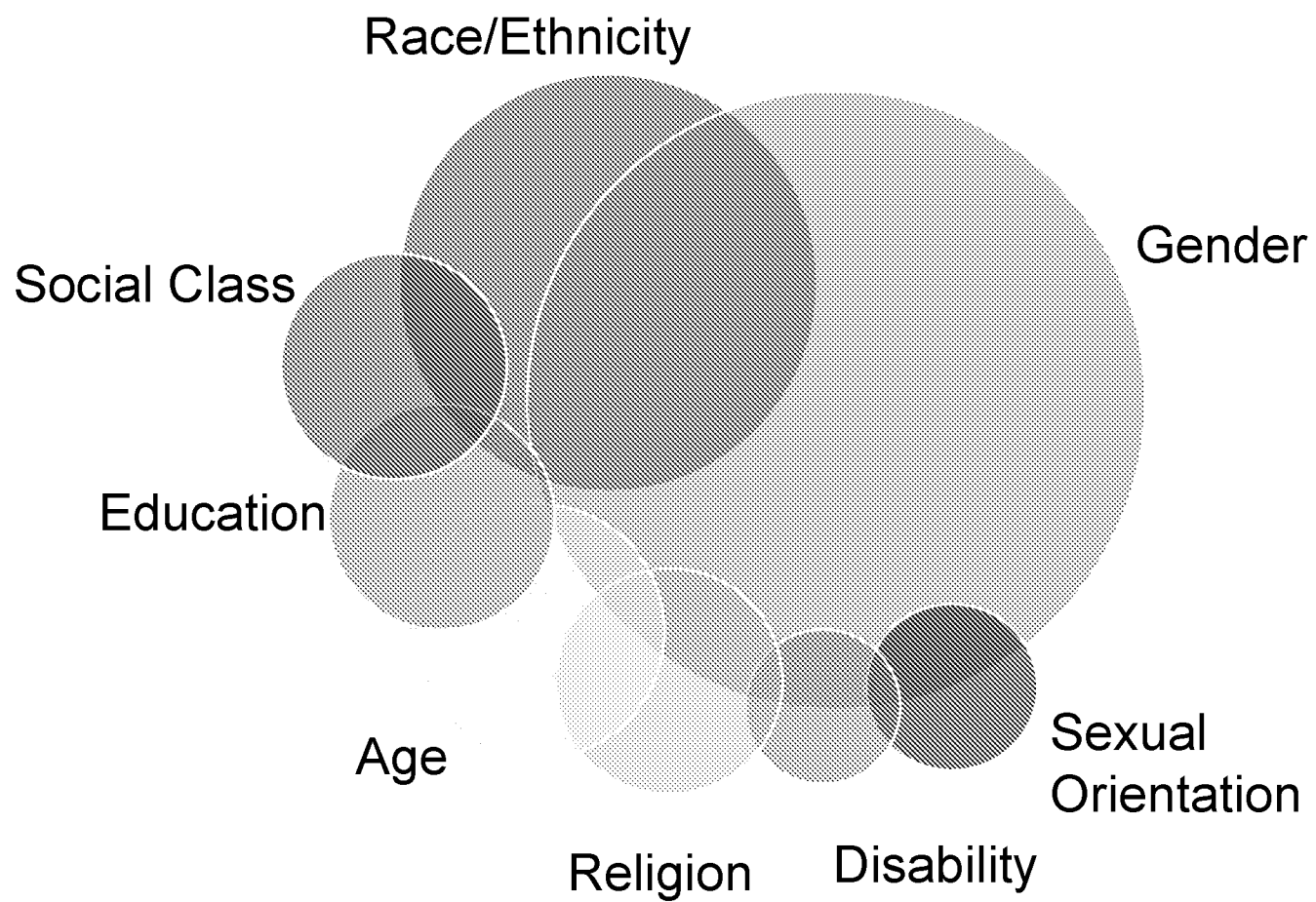
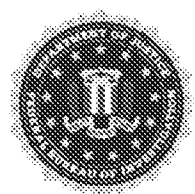
"Intersectionality is a lens through which the effects seen where forms of discrimination (like race, gender, sex, and class) combine to overlap, that there's a special problem here, a gender problem here, and a class or LGBTQ problem there..."

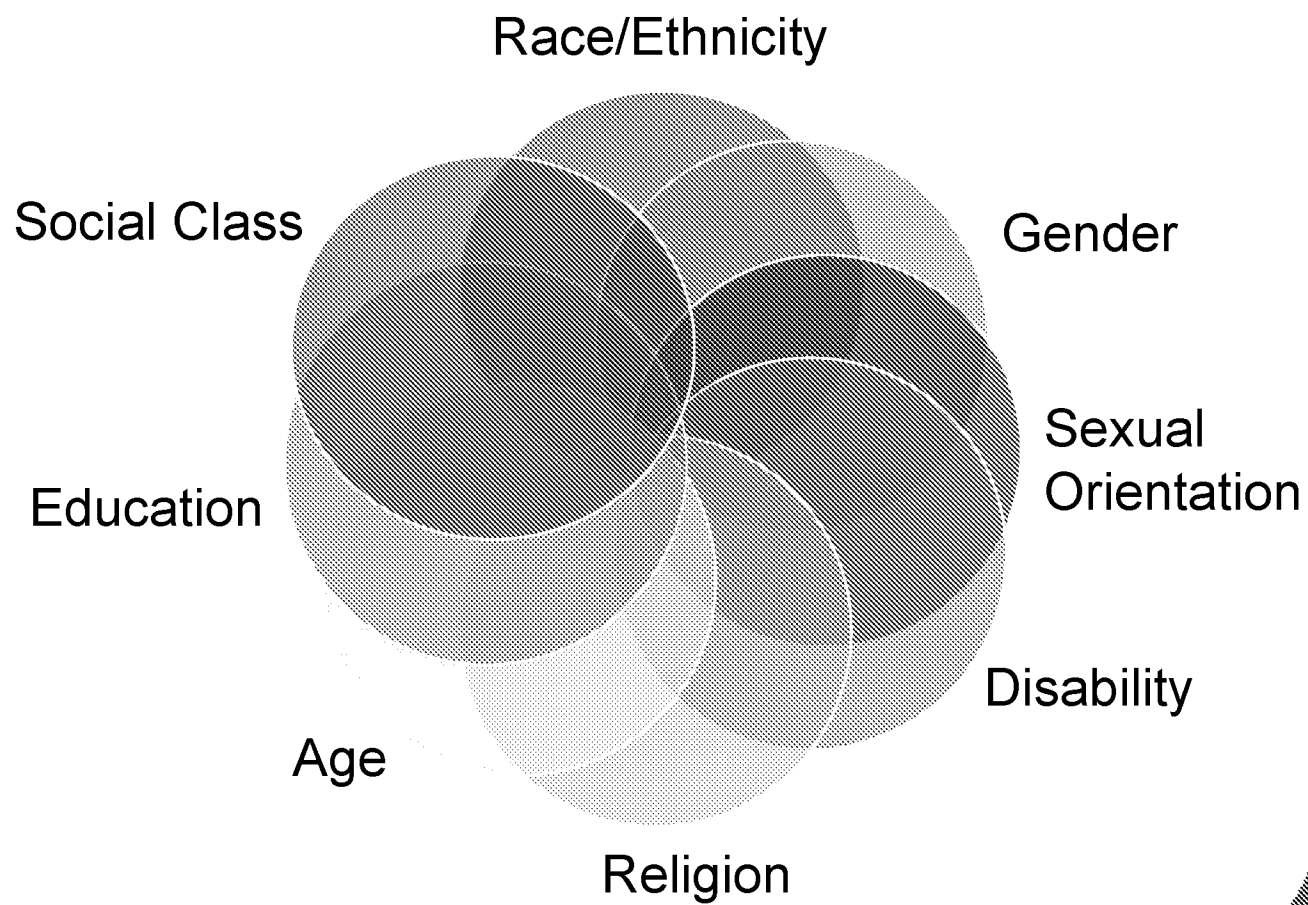
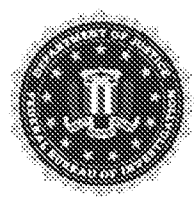
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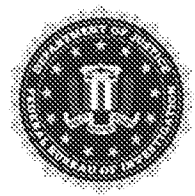




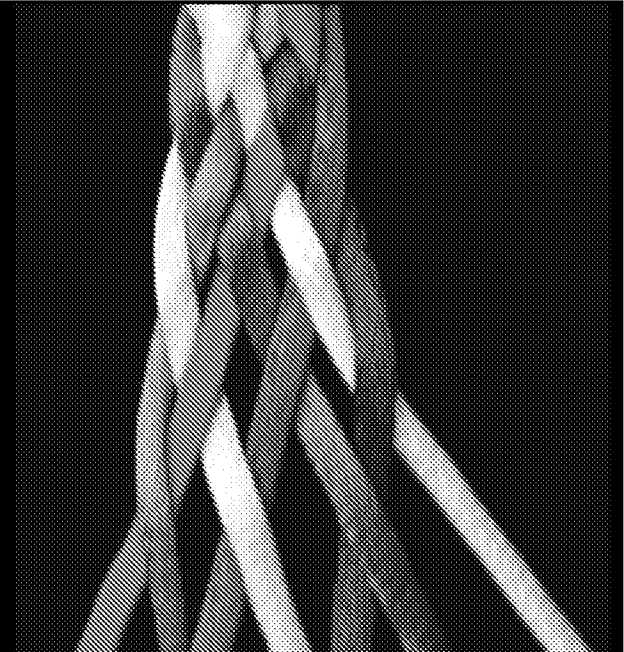


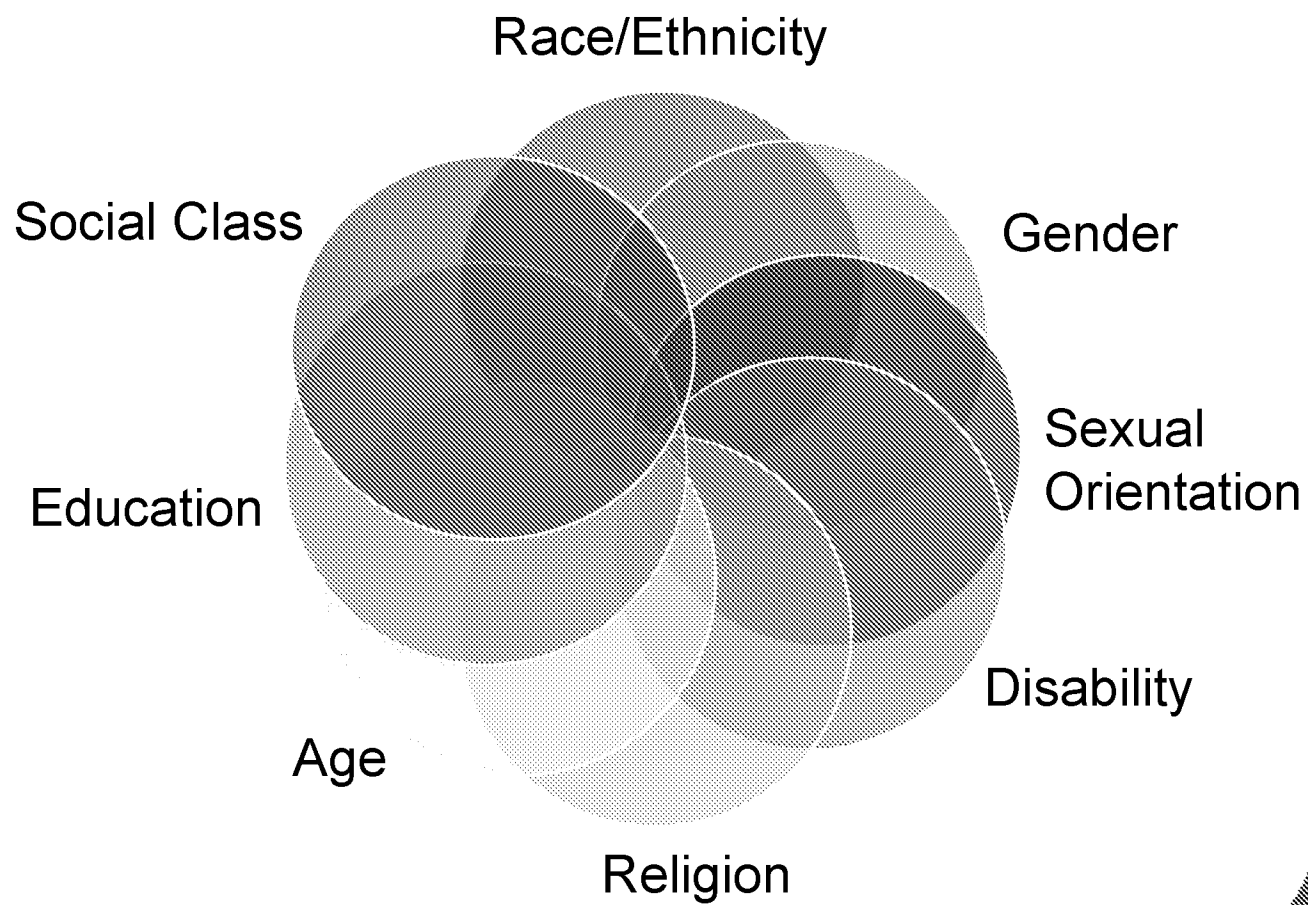
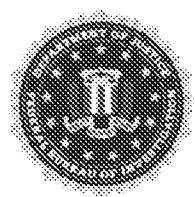


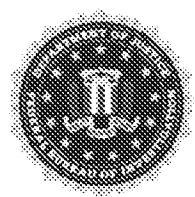




My Identities Activity

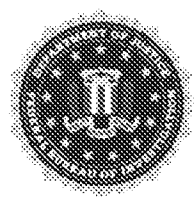






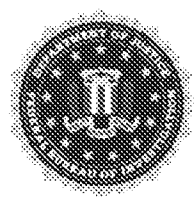
The part of my identity that I am MOST aware of on a daily basis is _____.





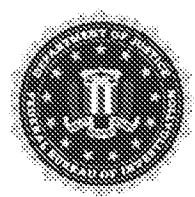
The part of my identity that I am LEAST aware of on a daily basis is _____.





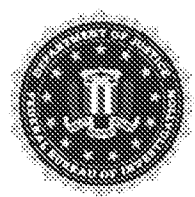
The part of my identity that was most emphasized or important in my family growing up was





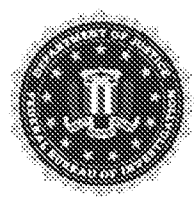
The part of my identity that feels the most invisible to my colleagues is _____.





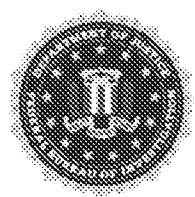
The part of my identity that I wish I knew more about is _____.





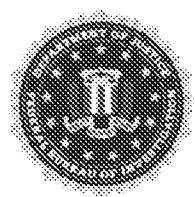
The part of my identity that I believe is the most misunderstood by others is _____



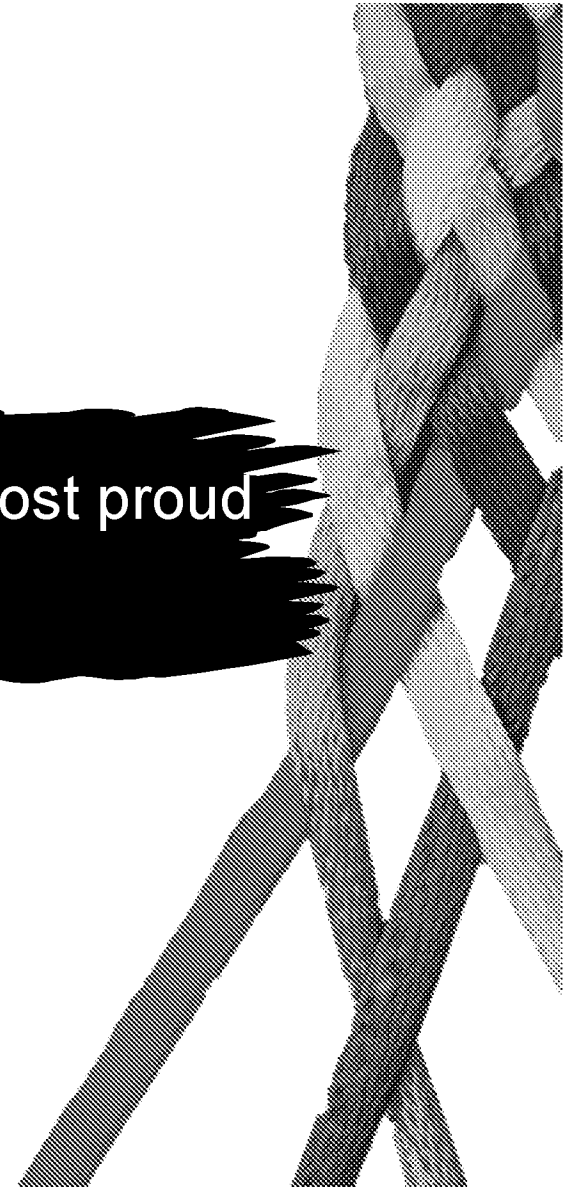


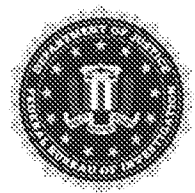
The part of my identity that I feel is difficult to discuss with others who identify differently is



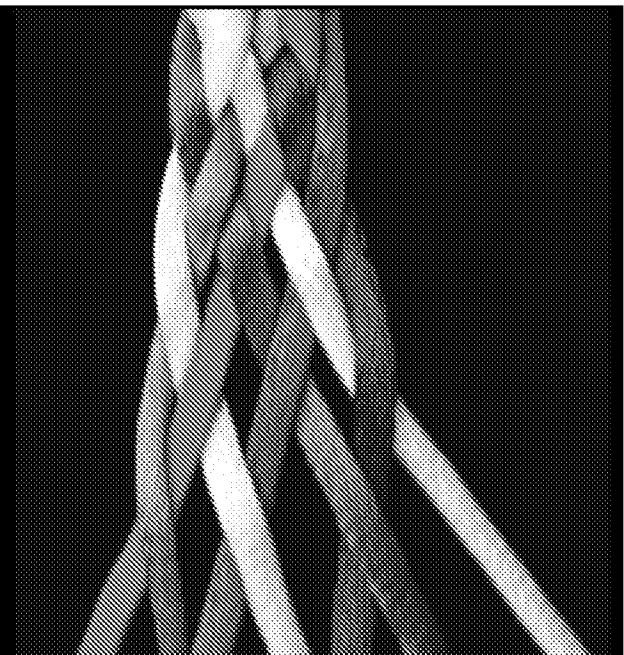


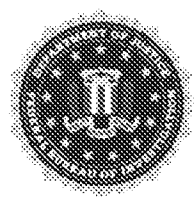
The part of my identity that I value the most or am most proud of is _____.





Intersectional Inclusion





Intersectionality in the Workforce

We need to recognize and value one another's unique identities **and their intersections**

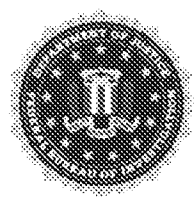
**Respects
everyone's identity
and amplify other
voices**

**Understand the
perspective each
employee brings to
your team**

**Be aware that different
situations may cause
different people to feel
uncomfortable because
of their intersectional
identities**

**Value one another's
unique experiences**

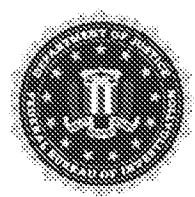




Inclusion is for Everyone

- We are a more effective, better performing workforce when we work together
- Inclusion is beneficial for:
 - Recruitment
 - Retention
 - Promotion
 - Engagement
- **Inclusion must be inclusive and deliberate**

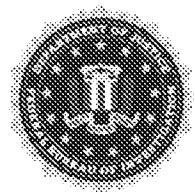




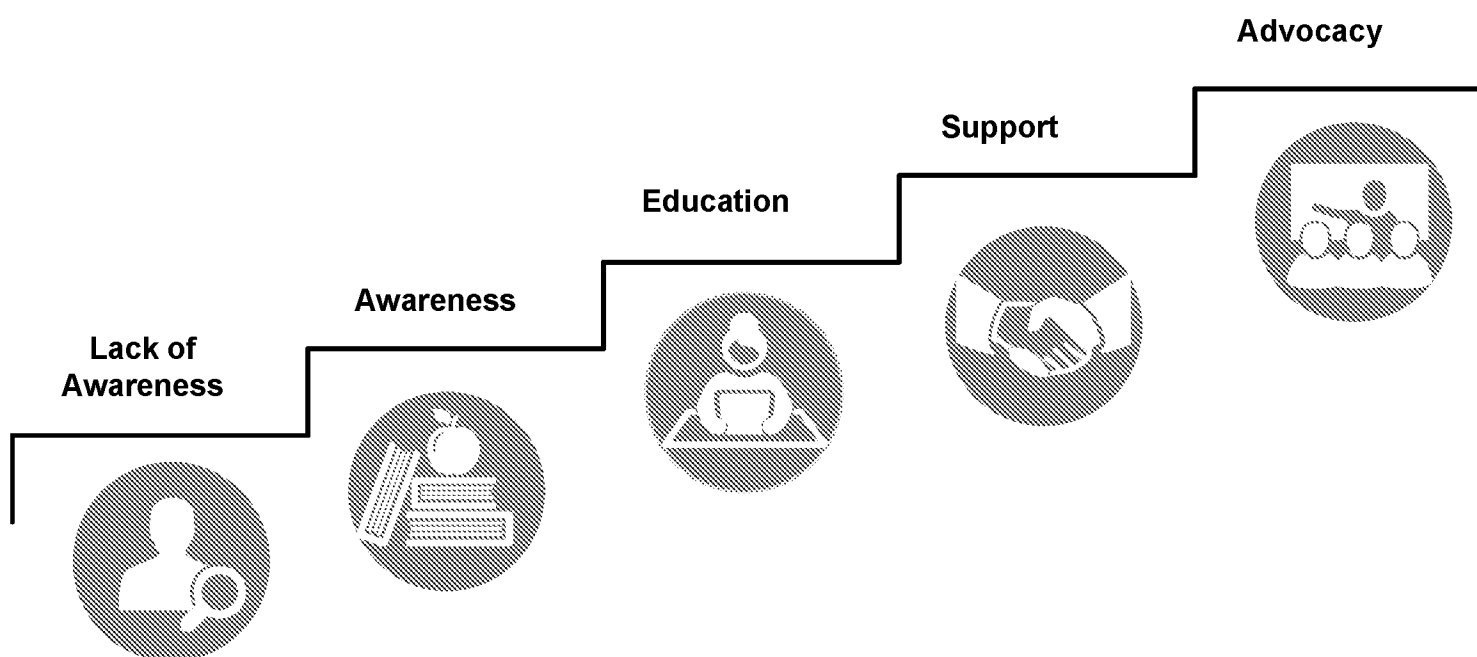
Inclusion Techniques

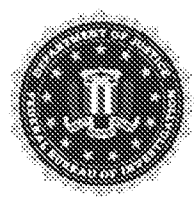
Technique	Be open to new experiences and people	Seek out alternative perspectives, listen	Monitor your space and create an atmosphere of diversity and inclusion	Amplify others voices
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Example	Attend a parade or festival for a culture you aren't a part of	Ask the members of your team who are usually quiet for their input; establish an anonymous comment box on your desk	Hang up pictures that are representative of the workforce; use diverse stock images in presentations	If you believe a coworker is being silenced or ignored, speak up for them, bring them back to the forefront by reiterating their ideas
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Promoting Full Inclusion

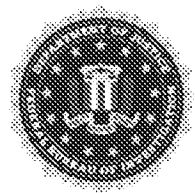




Conclusion and Resources

- Office of Diversity and Inclusion
 - Resources Page
 - CCMS
 - Diversity Agent Recruitment (DAR)
 - Diversity Advisory Committees (DACs) and Employee Resource Groups
 - Diversity and Inclusion Coordinators
- Office of Equal Employment Opportunity Affairs (OEEOA)
- Ombudsman
- Employee Assistance Program (EAP)





Questions?

Thank You!

