Intersectionality
Definition

The social categorizations such as race, class, and gender as they apply to a given individual or group, that create overlapping and interdependent systems of discrimination or disadvantage.
Compared with white men, African American and Hispanic women make even less than white women:

- **White Man**: $1.00
- **White Woman**: 77¢
- **African American Woman**: 64¢
- **Hispanic Woman**: 56¢
Falling through the cracks

Women’s March on Washington Opens Contentious Dialogues About Race

Conversely, the stress on social and economic issues will be understated. Trump’s agenda is clear: the emphasis on patriotism, national security, and economic growth. The problem is that this agenda will not be pursued.

Why No One Talks About The High Unemployment Rate Among Women With Disabilities

Sarah Kim Contributor

Diversity & Inclusion
I write about diversity and inclusion in the realm of disabilities.

Black Pride: Why we need an event to celebrate being black and gay

By Michael Baggs
Newsbeat reporter
Paucity of Data
Visible Identity

- Gender
- Race
- Sexuality
- Religion
- Occupation
- Ability
- Nationality
- Class
Operationalizing

- Recognize Variation
- Analyze Exposure
- Step Up
Case study

When putting together the discharge for a patient who sustained injuries secondary to intimate partner violence, the team asks the social worker to include information about a mental health counselor but all the resources are online.

Discussion Points

- What aspects of overlapping and interdependent identity are at play here?
- What should the provider team do to overcome this barrier?
- What happens if printed materials are not available in the language the patient speaks?
Case Study 2

A black professor of surgery is invited to speak on a panel discussing mentorship of medical students of color. All of the other invited panelists are also men—should he accept the invitation?
Case Study 3

A biannual book club meeting hosted by a local chapter of the Association of Women Surgeons is not in a handicap accessible building. None of the people who have RSVP’ed have difficulties with mobility. Do they have an obligation to move the event?
Further Reading

When Multiplication Doesn’t Equal Quick Addition: Examining Intersectionality as a Research Paradigm

Ange-Marie Hancock

Sex Roles (2008) 59:312–325
DOI 10.1007/s11199-008-9400-z

When Black + Lesbian + Woman ≠ Black Lesbian Woman: The Methodological Challenges of Qualitative and Quantitative Intersectionality Research

Lisa Bowleg
Survey

Please complete the following brief survey to assess your learning from today's session and provide feedback on your experience.

1. Open camera app on your phone
2. Point your phone at the QR code to scan it
3. Tap the pop-up banner/link and fill the brief survey

Thank you!!