

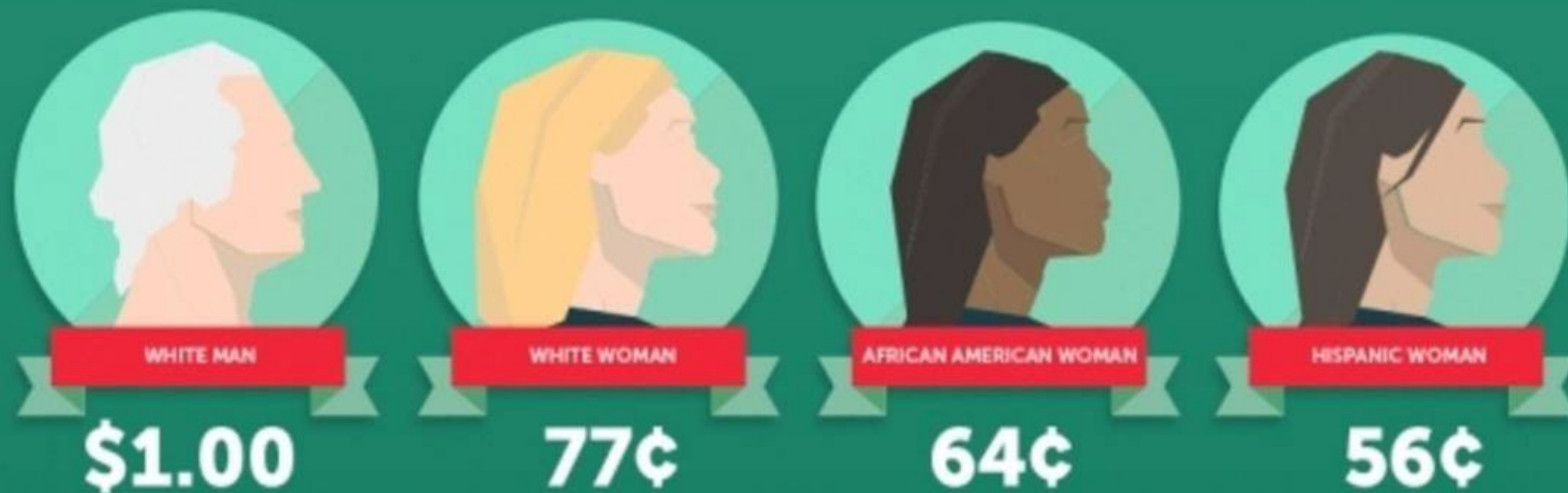
# Intersectionality

# 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:



# Falling through the cracks

U.S.

## Women's March on Washington Opens Contentious Dialogues About Race

Conversations | 2,208 views | Feb 20, 2019, 05:51pm

Trump's stress u

## 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.*

ald J.  
ers

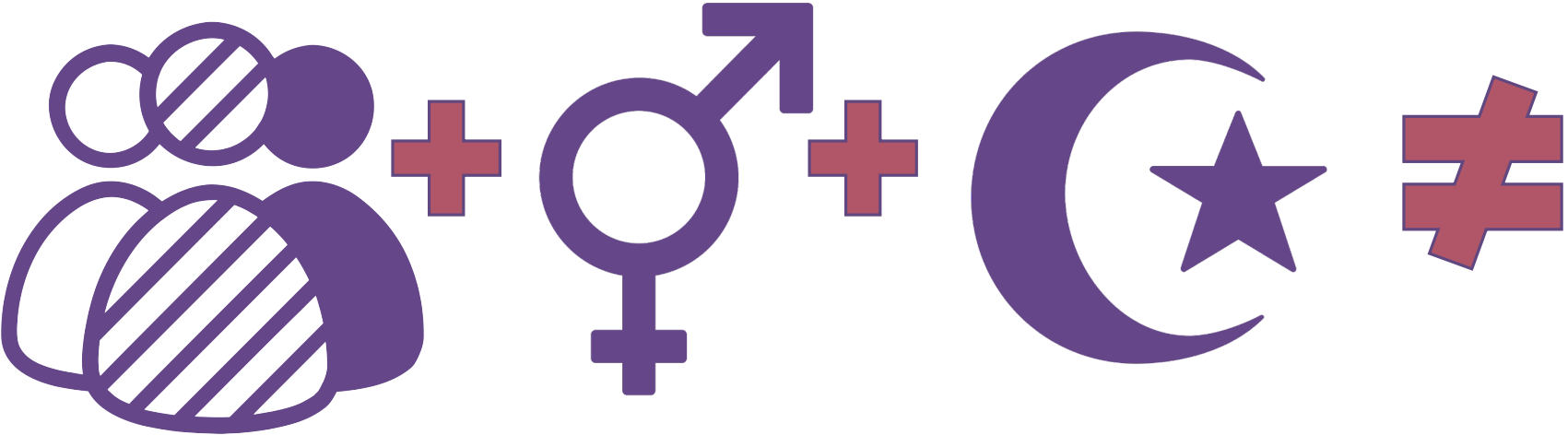


Newsbeat

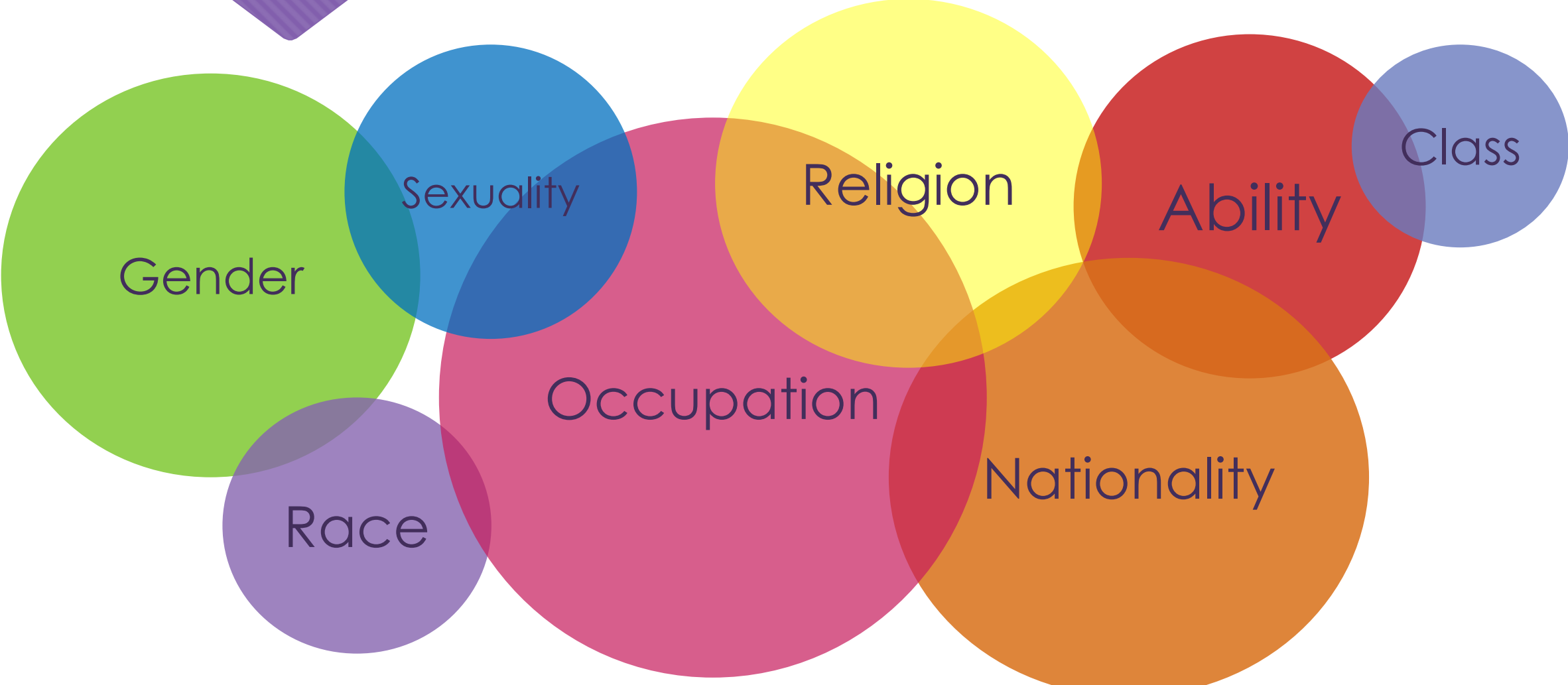
## Black Pride: Why we need an event to celebrate being black and gay

By Michael Baggs  
Newsbeat reporter

# Paucity of Data

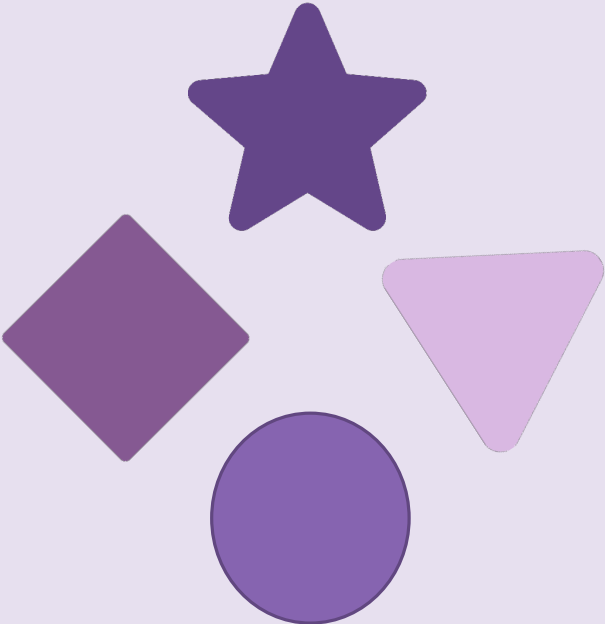


# Visible Identity



# Operationalizing

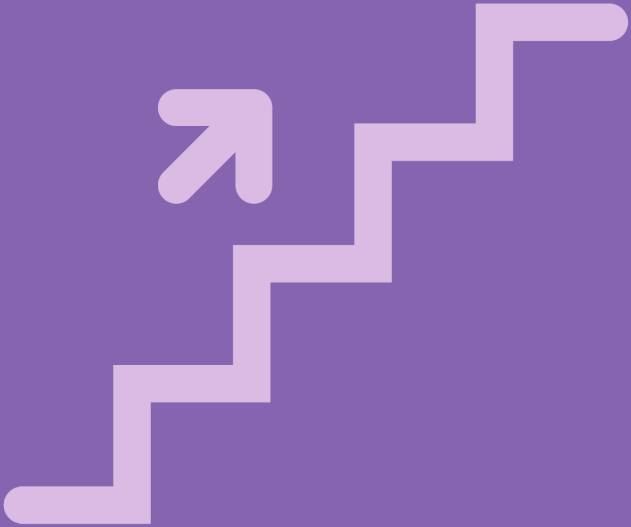
Recognize Variation



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?



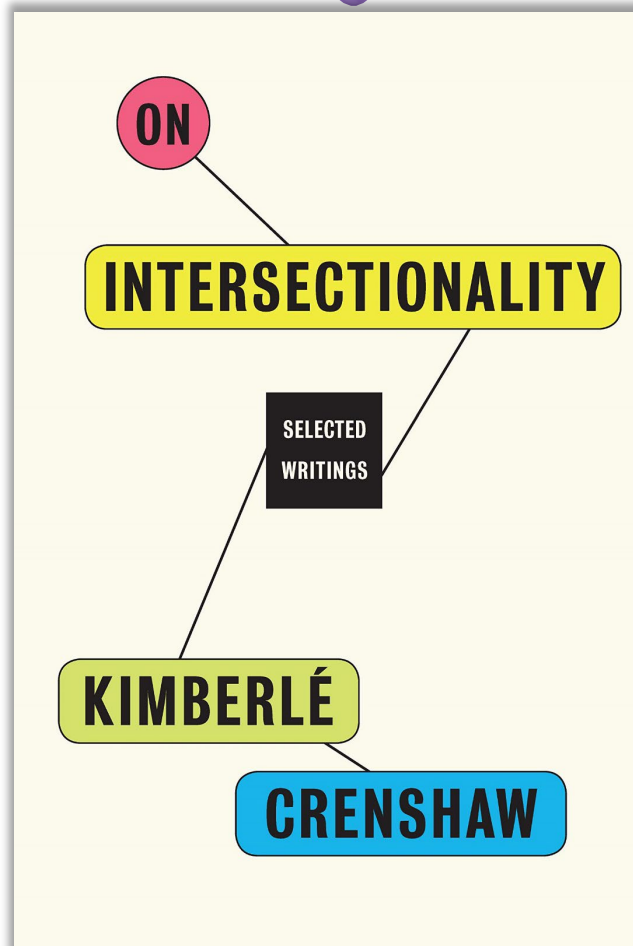
## Case Study 2

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

ORIGINAL ARTICLE

**When Black + Lesbian + Woman  $\neq$  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!!

