



## What is intersectionality and why is it important to consider in our work?

### Key Points:

- Each person's experience of the world is shaped by unique identity factors that intersect and make up who they are.
- People who have multiple identity factors may experience multiple forms of discrimination at once.
- We all have beliefs and assumptions about different groups of people that we have internalized over time.
- These beliefs and assumptions affect our behaviour towards others.
- Recognizing this is the first step to doing something about it.

### Further Learning

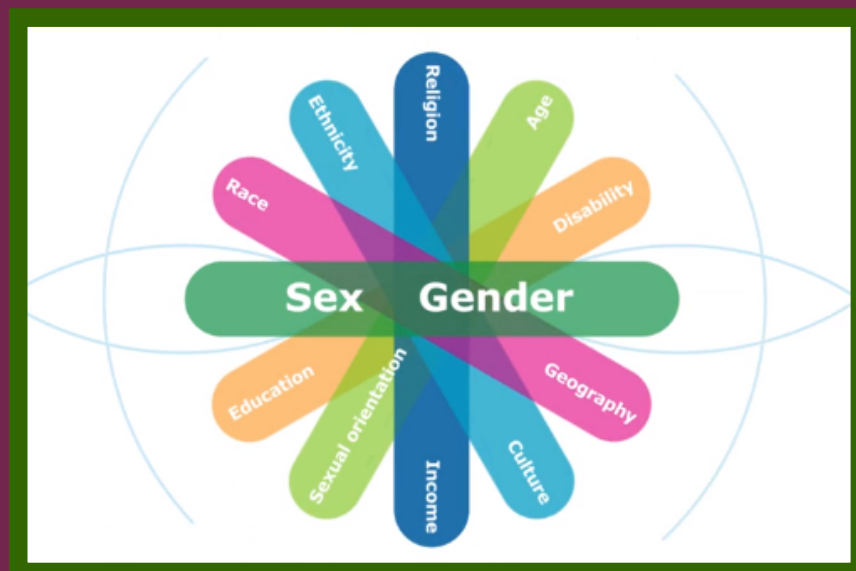
- [This](#) 4 minute video talks about the term and where it originated.
- [This](#) 2.5 minute video explains intersectionality really concisely.
- [This](#) 4 minute video explores intersectionality and health.

### Support:

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### Intersectionality, stereotypes & bias:

- We all have multiple identity factors that combine and intersect to make us who we are. This is called **intersectionality**.
- There are **stereotypical** or overgeneralized beliefs (positive or negative) about different groups of people that are reinforced throughout life in books, movies or advertisements etc.
- This leads to implicit **bias** which is subconscious attitudes that influence our understanding, actions and behaviour when interacting with different groups of people.

### Applying an intersectional lens in our inclusion work:

Intersectionality is about considering how people with **multiple intersecting identity factors** will experience something you are working on. If we don't consider intersectionality, we may miss how intersecting forms of discrimination create new inequalities.

In our work, we might consider one identity factor at a time. For example:

- How will a senior experience this program, policy, service or initiative?
- How will a female experience this program, policy, service or initiative?
- How will a newcomer to Canada experience this program, policy, service or initiative?

After understanding **intersectionality**, we also consider the different experience of someone who possesses all three of these identity factors at once. We might then ask ourselves:

- How will an older, female, newcomer to Canada experience this program, policy, service or initiative?