



Intersectionality Guidance



For reflection and discussion.

*The term and concept of intersectionality was coined by Kimberlé Crenshaw in 1989, referring to the concept of **multiple discrimination**. Therefore, the metaphor of an intersection is used to understand this concept as it describes that different types of discrimination intersect with each other. (EDI Toolkit)*

Promoting and delivering EDI in the workplace is an essential aspect of good people management. It's about creating working environments and cultures where every individual can feel safe and a sense of belonging, and is empowered to achieve their full potential. Whilst legal frameworks vary across different countries, in the UK the Equality Act 2010 provides legal protection for nine protected characteristics: [age](#), [disability](#), [gender reassignment](#), marriage and civil partnership, [pregnancy and maternity](#), [race](#), [religion or belief](#), [sex](#) and [sexual orientation](#).

However, an effective EDI strategy should go beyond legal compliance and take an intersectional approach to EDI, which will add value to an organisation, contribute to the wellbeing and equality of outcomes and impact on all employees. Things to consider include: accent, age, caring responsibilities, colour, culture, visible and invisible disability, gender identity and expression, mental health, neurodiversity, physical appearance, political opinion, pregnancy and maternity/paternity and family status and socio-economic circumstances, amongst other personal characteristics and experiences.

This factsheet explores what workplace equality inclusion and diversity (EDI) means, and how an effective strategy is essential to an organisation's business objectives. It looks at the rationale for action and outlines steps organisations can take to implement and manage a successful EDI strategy, from recruitment, selection, retention, communication and training to addressing workplace behaviour and evaluating progress.

Explore our viewpoints on [age diversity](#), [disability](#), [gender equality](#), [race inclusion](#), [religion and belief](#), and [sexual orientation, gender identity and reassignment](#). (CIPD)

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References:

[Intersectionality - Edi Toolkit \(edi-toolkit.org\)](https://edi-toolkit.org)

[Equality, diversity and inclusion in the Workplace | Factsheets | CIPD](#)

[The journey to equity | Sport England](#)

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