

# INTERSECTIONALITY

## **PURPOSE OF THE EXERCISE:**

This exercise can be used to start a conversation on the concept of “identity”. It can also serve to deepen reflection on multiple discrimination.

With this exercise on “intersectionality”, in which different axes are defined, students can start a conversation on the influence the different axes have on their identity and their life.

## **TIMING:**

20 minutes

## **NEEDED MATERIAL:**

Copies of the exercise.

## **HOW TO CONDUCT THE EXERCISE:**

Put an x on the lines where it fits best for you. Compare and discuss your results with your colleagues.

## **THEORETICAL BACKGROUND:**

Intersectionality is essential for all who fight different forms of exclusion and oppression. Intersectionality is an approach that makes the concurrence of grounds for discrimination (multiple discrimination) and the dynamics that follows, more visible. This perspective helps us to create more complex solutions that take into account all different aspects of our positions, our chances, our privileges (or the lack of it).

## **REFERENCES:**

This exercise was provided to us by “Pimento”. <https://www.pimento.be/>

### Ethnicity

ethnic majority

ethnic minority

### Sex

male

female

### Gender

gender conformant

gender deviant

### Sexual orientation

heterosexual

homosexual

### Health

able-bodied

person with disabilities

### Education

highly educated

illiterate

### Language

knowledge of official language

no knowledge of official language

### Social economic status

high SES

low SES

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