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THE LOOK FORWARD



2023 CEI Educational Series

Understanding Intersectionality in the Workplace



Welcome to The Look Forward

Welcome to today's installment of The Look Forward Webinar Series

- 2023 Educational Series every other Monday
- 50 Minutes (Including Q&A)

Purpose of this Webinar:

- The Workplace Equality team is bringing you HRC Foundation's new **webinar series** – timely topics to help guide your efforts in your own organizations.
- Engage with diversity & inclusion thought-leaders
- Stay up to date with information relevant to LGBTQ+ workplace equality



Who's this for?

- HR professionals
- D&I professionals
- LGBTQ+ Employee Resource and Affinity Group members
- Executive Sponsors of LGBTQ+ employee groups
- Other stakeholders in workplace inclusion



How to engage...

This is a recorded Presentation followed by Q&A

- Microphones are automatically muted
- Type in your questions via the Q&A function

Recording and all slides will be shared with attendees



FAQs before we get started

- *All slides and resources will be shared with attendees*
- This session is being recorded
- There will be ***NO CEI survey during the 2022*** calendar year
- The ***2023 CEI survey will be open in Spring 2023***
 - Employers will have 3 months to complete the survey
- All changes need to be in place by the submission deadline in 2023



Today's Agenda

- **Criteria Review**
- **Why does it Matter?**
- **Integration of Intersectionality Into Training**
 - What is intersectionality?
 - Examples
- **Frequently Asked Questions**
- **Open Q&A**



Today's Agenda

PLEASE NOTE:

Today's presentation will be on the changes to the **Internal Best Practices** portion of the CEI criteria.

For a more general overview of the criteria changes:

- Watch our 2023 CEI Informational Webinar
- Check out the 2023 CEI Criteria Toolkit or
- Review the CEI criteria webpage

Current and New Criteria

Internal Best Practices

Current Criteria

Internal Training and Education Best Practices (10)

Businesses must demonstrate a firm-wide, sustained and accountable commitment to diversity and cultural competency, including at least three of the following elements (10)

- New hire training clearly states that the nondiscrimination policy includes gender identity and sexual orientation and provides definitions or scenarios illustrating the policy for each
- Supervisors undergo training that includes gender identity and sexual orientation as discrete topics (may be part of a broader training), and provides definitions or scenarios illustrating the policy for each
- Integration of gender identity and sexual orientation in professional development, skills-based or other leadership training that includes elements of diversity and/or cultural competency
- Gender transition guidelines with supportive restroom, dress code and documentation guidance
- Anonymous employee engagement or climate surveys conducted on an annual or biennial basis allow employees the option to identify as LGBTQ+
- Data collection forms include optional questions on sexual orientation and gender identity
- Senior management/executive performance measures include LGBTQ+ diversity metrics options

New Criteria

Internal Training and Accountability Efforts & Data Best Practices (10)

Businesses must demonstrate a firm-wide, sustained and accountable commitment to diversity and cultural competency, including at least four of the following elements. At least one training should include concepts of intersectionality (5)

- New hire training clearly states that the nondiscrimination policy includes gender identity and sexual orientation and provides definitions or scenarios illustrating the policy for each
- Supervisors undergo training that includes gender identity and sexual orientation as discrete topics (may be part of a broader training), and provides definitions or scenarios illustrating the policy for each
- Integration of gender identity and sexual orientation in professional development, skills-based or other leadership training that includes elements of diversity and/or cultural competency
- Senior management/executive performance measures include LGBTQ+ diversity metrics
- Integration of intersectionality in professional development, skills-based, or other training. (Note: This can be a part of an existing training or a standalone training.)

Why does it Matter?

Understanding Intersectionality



Intersectionality: Why it Matters

Intersectionality is a term that describes the ways in which race, class, gender, sexual orientation, and other aspects of identity “intersect” or compound with one another, dictating the way in which individuals simultaneously experience oppression and privilege in their daily lives interpersonally and systemically.

- Coined by Professor Kimberlé Crenshaw in 1989
- Intersectionality promotes the idea that aspects of our identity do not work in a silo

It is important to note that individuals with several marginalized identities will experience oppression more negatively than those with more privileged social identities.



Intersectionality in the Workplace

Places where people work often focus on addressing specific forms of inequity – primarily based on race and gender, **but not often on the intersection of those identities, nor the intersection of ability, language, age, sexual orientation, and other aspects of an individual's identity.**

This can lead to undesired institutional outcomes:

- **Pay Equity**
- **Professional Development**
- **Hiring and Retention**
- **Harassment in the Workplace**



Intersectionality in the Workplace

A workplace that focuses on intersectionality can further advance diversity, equity, and inclusion in the workplace and positively impact individuals and the organization.

- **The benefits is creating an organizational culture of belonging where staff voices are heard, staff can contribute their unique skills and talents, and feel comfortable being themselves.**
- **Empathetic leadership is vital** in creating this cultural shift towards relationships and connections that fosters acceptance and incorporates the diverse perspectives of employees with intersecting identities.



What You Can Do

Do Some Research:

Find best practices and action steps to consider when creating a diverse, equitable, and inclusive environment for staff with intersectional social identities. Because of the complex nature of systems of oppression, it is helpful to cultivate a plan that addresses intersectionality at the individual, interpersonal, and structural levels simultaneously.

- **Individual:** internalized beliefs, attitudes, or bias
- **Interpersonal:** norms, beliefs, and standards
- **Structural:** how systems, policies, procedures have been structured to support beliefs, standards, norms, and practices



Individual: Self-Awareness Journey

Self-awareness Journey

A core unit of organizational change is the individual. Therefore, staff members serve a critical role in creating sustainable cultural and structural changes for the formation of a diverse, equitable, and inclusive environment, which begins with an awareness of self.

Reflect on Privilege and Oppression in Social Identities

It is also beneficial to have staff reflect on their social identities, such as race, class, ability, gender, and other aspects and how determine which are privileged or oppressed. This level of awareness is essential when working with others especially individuals with a variety of marginalized identities in creating cultural and structural changes that centers the needs of oppressed identities.

Inclusionary Language

As staff continue their individual journeys their views may expand, therefore causing a need for language to support this shift. Organizations can support this change by collaborating with staff to develop key terms and concepts for all staff to become familiar with and use to avoid harmful and exclusionary language. As you center intersectionality in your work, look for ways to ensure language is inclusive and reflects perspectives of those beyond a singular identity.



Interpersonal: Culture of Belonging

Creating a Culture of belonging

Leadership has an important role in creating an environment where all staff feel a sense of belonging, which directly impacts organizational success and performance. Leaders can establish and support new norms and ways of doing things that aid in an individual's wellbeing and their ability to meet organizational goals. Establishing an inclusive organizational culture can be challenging due to its intangible nature.

- A starting point is having staff anonymously or collectively identify ways to provide feedback on your current process and practices in the workplace, with the goal to uncover which ones don't uphold/honors the views/ideologies of all employees.
- After capturing this data, a subset of employees including people with an array of marginalized identities can develop strategies that will counteract the harmful effects of white supremacy norms and instead center the needs of a variety of social identities that makeup the organization.



Structural Practice towards Inclusion

Structural

Organizational leaders can create tangible changes to resource distribution, practices, and policies to round out a comprehensive plan of strategies for creating an inclusive workplace where people with underestimated social identities feel comfortable being their authentic selves, contributing to the work, and feeling heard. These adjustments will serve as reminders and enforcers of the environment being cultivated.

Things to Consider Reviewing:

- Policy Reviews
- Staff Recruiting and Retention
- Knowledge & Skill Development
- Center Lived Experiences
- Inclusive Cultural Norms and Language
- Access to Knowledge and Informational Resources



Intersectionality Resources

1. Publications

- a. [Mapping the Margins: Intersectionality, Identity Politics, and Violence Against Women of Color](#) by Kimberlé Crenshaw examines the term of intersectionality
- b. [Inclusion on Purpose: An Intersectional Approach to Creating a Culture of Belonging at Work](#) by Ruchika Tulshyan explores how organizations can center women of color to foster diversity, equity, and inclusion and prevent workplace bias
- c. [Disability Visibility: First-Person Stories From The Twenty-First Century](#) by Alice Wong that highlights aspects of the complex experience of disabled persons and disability culture

2. Podcasts

- a. [Brene with Ruchika Tulshyan on Inclusion on Purpose](#) that discusses how to be aware and intentional about using inclusion as the most important leadership trait

3. Videos

- a. [The Urgency of Intersectionality](#) a TED Talk by Kimberlé Crenshaw that discusses that multiple forms of exclusion based on social identities can cause even more harm and prejudice
- b. [Disability Visibility Online Book Events](#) several interviews with Alice Wong on disability visibility

Integration of Intersectionality Into Training



Integration of Intersectionality Into Training

How can intersectionality be integrated into trainings?

- These concepts can be introduced in general trainings about non-discrimination, diversity, or inclusion
 - Ex: Information about how gendered expectations can be racialized, such as the assumption that Black women are less feminine or Asian men are less masculine
 - Ex: Explicitly explaining the concept of intersectionality and providing additional context and examples
 - Ex: Scenarios depicting examples of how your policies may apply to experiences of those who are multiply marginalized
- **These concepts can also introduced in additional skills based trainings or events**
 - Ex: A lunch and learn for HR business partners on applying an intersectional lens to recruitment
 - Ex: A cross-programming event between the Pride and Black Employee ERGs on Black LGBTQ+ experiences
 - Ex: A guest speaker gives a talk about the two-spirit community for Native American History Month

Necessary Documentation

Training Descriptions



Acceptable Documentation

We will need written descriptions of the trainings you report having.

- New Hire Training
 - Should specifically note if ALL New Hires are required to attend
 - Should describe how the training specifically addresses BOTH sexual orientation and gender identity
- Supervisor Specific Training
 - Should be distinct from New Hire training (Either separate training or separate module)
 - Should note how often Managers/Supervisors are required to complete the course (ex. upon hire/promotion only, annually, bi-annually, etc)

Note: You will also have the option to provide files to provide further context



Acceptable Documentation

We will need written descriptions of the trainings you report having.

- Skills-based or Professional Development Training
 - Should describe how the training specifically addresses LGBTQ+ topics
- Integration of Intersectionality
 - Should provide specific examples of how intersectionality is integrated into the training

Note: You will also have the option to provide files to provide further context

Frequently Asked Questions



Frequently Asked Questions

Do trainings need to be required or mandatory?

This depends on the type of training. When it comes to new hire and supervisor-specific training, we are asking about the *required* non-discrimination training. The integrated skills-based training or the inclusion of intersectionality does not need to be required, but may be a part of a required or mandatory training.

Can anti-harassment trainings count toward the new hire or supervisor training for credit?

Anti-harassment trainings by themselves cannot count for credit toward the new hire or supervisor training. The trainings submitted for credit should be on non-discrimination alone or non-discrimination *and* harassment *combined*.

Our new hire/supervisor training mentions our policy that includes “sexual orientation” and “gender identity” does this count toward the training credit?

Simply mentioning or reading the text of a non-discrimination policy or having employees sign said policy does not count for credit *by itself*. The training should include definitions or scenarios, or otherwise specifically address sexual orientation and gender identity.

**Unsure about how to center
intersectionality in your workplace ?
We're here to help!**

Reach out to us at cei@hrc.org!

Q+A

Understanding Intersectionality in the Workplace



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Questions?

Please use the Q&A function to ask your questions!



Next Session Details:

**Monday, August 1st
@ 3pm ET**

THANK YOU!



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