



# INTRODUCTION TO INTERSECTIONALITY

December 2023



## RECOMMENDED USE

1. Increase self-awareness and knowledge
2. Information guide to develop additional resources
3. Utilize slides as a template to present or facilitate a discussion

# SLIDE CONTENT

Introduction to Intersecting Identities and Intersectionality

Origin of Intersectionality

Intersectionality and Gender Equity

Developing a Further Understanding

Operationalize Intersectionality

Conclusion and Reflection

Resources and Additional Information





# INTRODUCTION TO INTERSECTING IDENTITIES AND INTERSECTIONALITY





# What is meant by “Intersecting Identities?”

Intersecting identities is an understanding that people have multiple identifying factors, both visible and invisible to others.

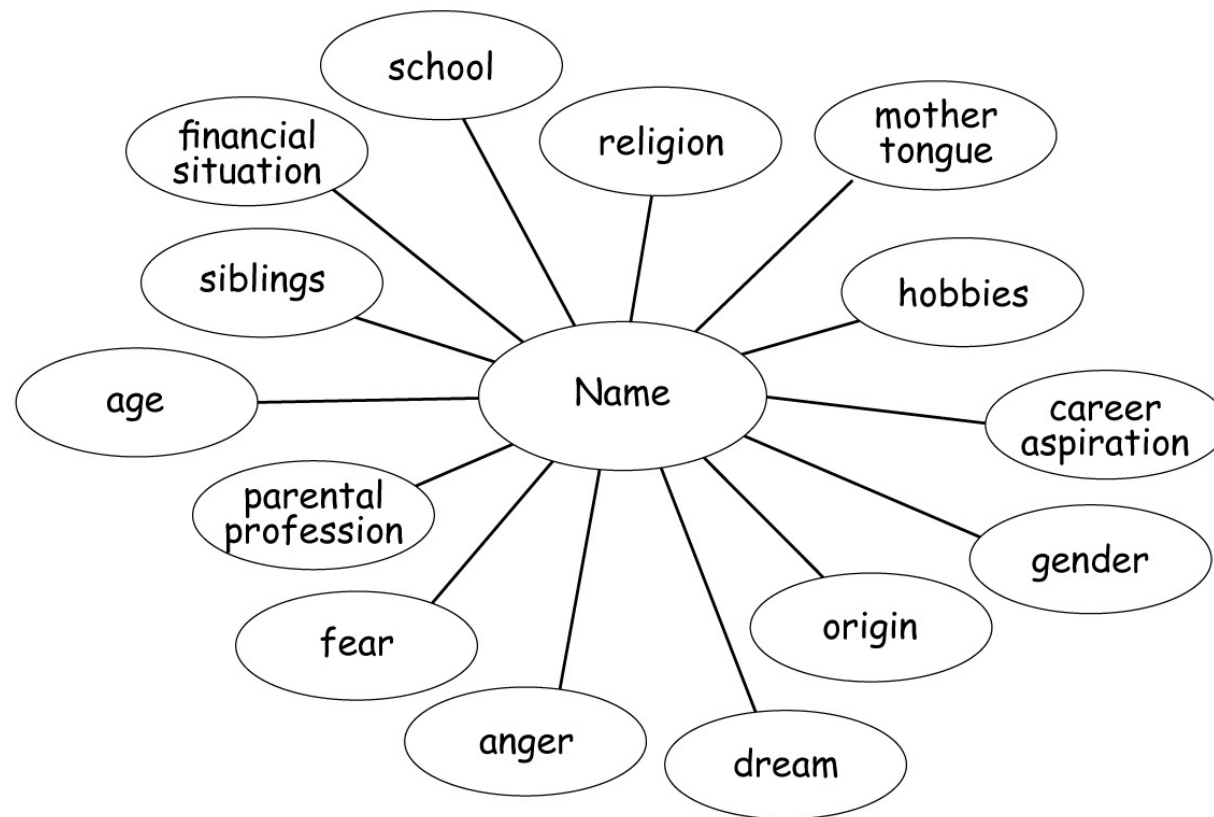
**IMPORTANT**

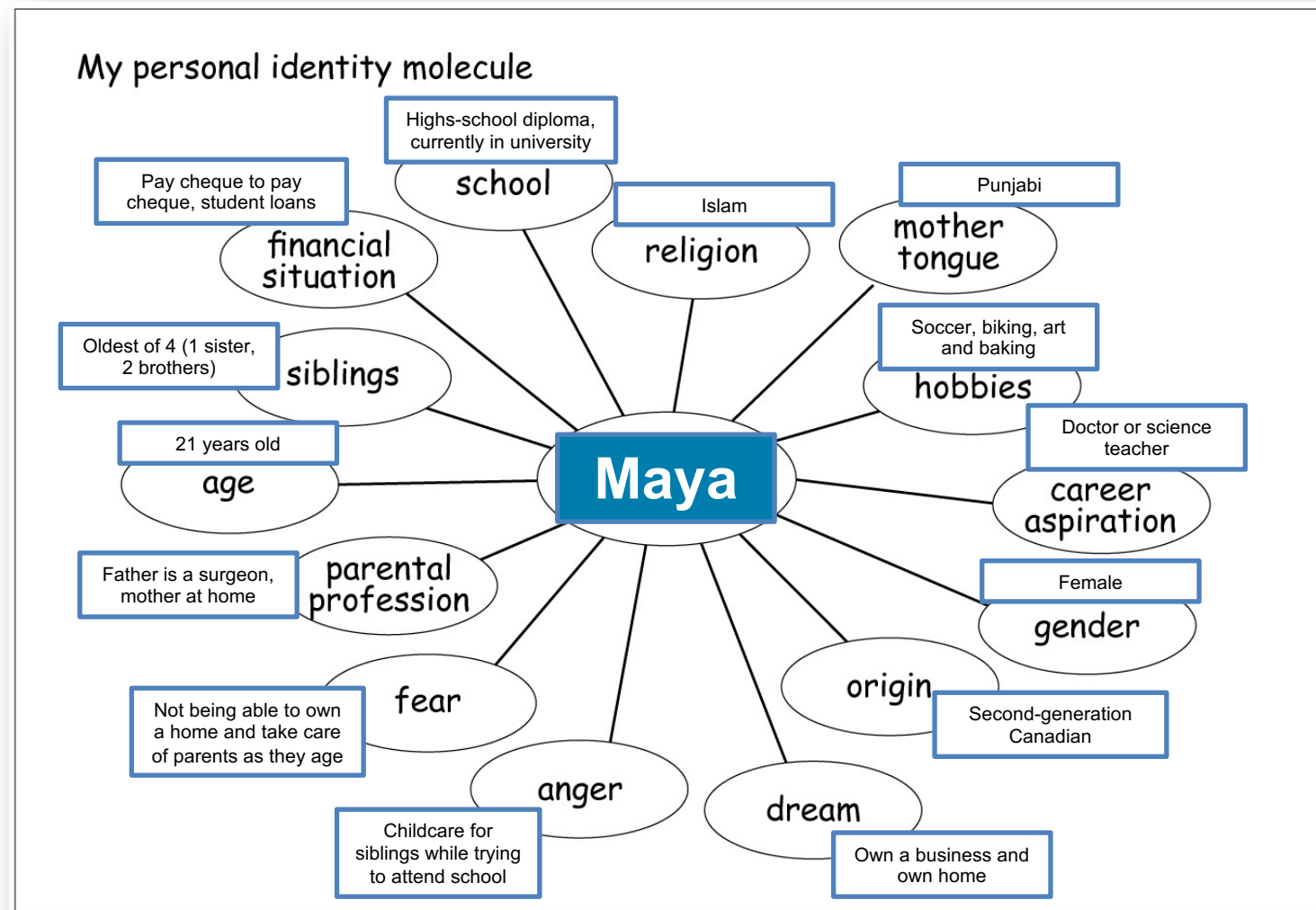
We are not bound to one identity or a singular distinguishing factor.





### My personal identity molecule





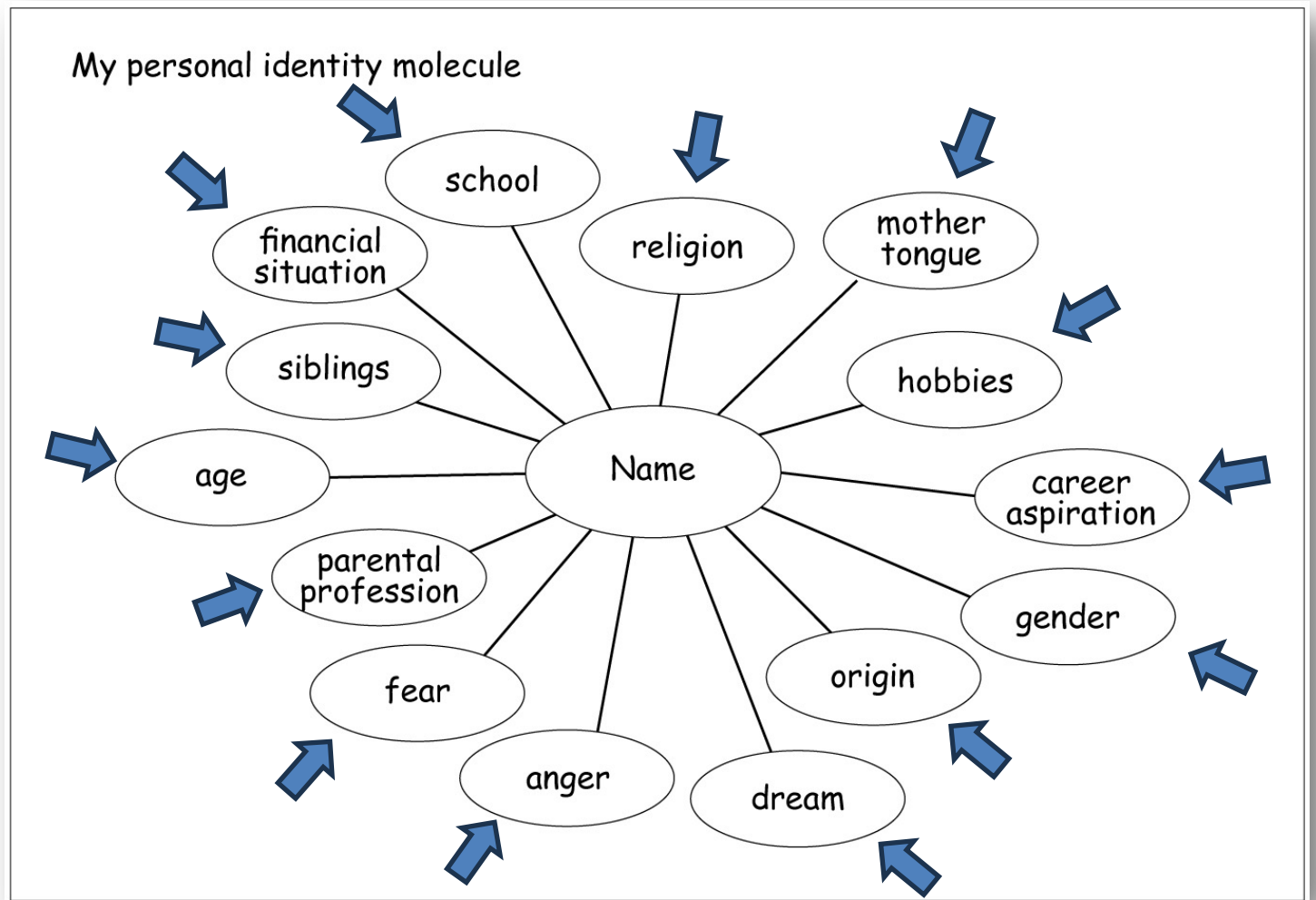


Was this activity  
easy?

Was anything  
surprising?

How does this activity  
change your approach  
to addressing  
intersecting identities?







# What is Intersectionality?

“Intersectionality” is an understanding that systems in our society have been intentionally created to benefit or oppress specific demographics.

**IMPORTANT**

Intersectionality creates space for all identities, including perceived negative and positive identifying factors.





# ORIGIN OF INTERSECTIONALITY

2



Term coined by Kimberle Crenshaw, an American critical race legal scholar, in 1989, to help explain experiences of racism and sexism, at the same time.







“

*Intersectionality is a metaphor for understanding the ways that multiple forms of inequality or disadvantage sometimes compound themselves and create obstacles that often are not understood among conventional ways of thinking.*

”

Kimberle Crenshaw





# INTERSECTIONALITY AS A HIGHWAY


Kimberlé Crenshaw uses a highway as a metaphor to understanding intersectionality.







**ONE SIZE  
DOES NOT  
FIT ALL**



# INTERSECTIONALITY AND GENDER EQUITY





1

Intersectionality shows that gender is not experienced in the same way by everyone.

2

Society shapes the way that gender is experienced across systems of power and privilege.

3

Intersectionality supports understanding of the complexity of people's lived experiences across multiple differing intersections.



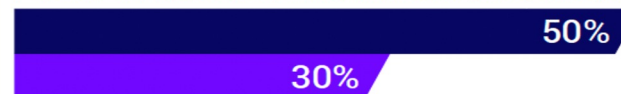


## OVERVIEW OF GIRLS PARTICIPATING IN SPORT

Percent of White girls participating in sport at least weekly



Percent of First Nation, Inuit, and Metis girls participating in sport at least weekly



Percent of Black girls participating in sport at least weekly



Percent of girls from low-income homes participating in sport at least weekly



Percent of girls identifying as 2SLGBTQ+ participating in sport at least weekly



AMONG 6 TO 12-YEAR-OLD GIRLS

AMONG 13 TO 18-YEAR-OLD GIRLS





**+10%**

more Racialized girls reported encountering almost every barrier relative to their White peers.

Among 13 to 18-year-old girls with disabilities:

 **25%**  **16%**

report experiencing stigma due to their disability.

of those who use equipment for their disability (such as a wheelchair or prosthetic) report dissatisfaction with its appearance or function.

**+10-15%**

13 to 18-year-old girls from lower income homes reported encountering barriers related to access, cost, racism, and bullying at a rate 10-15% higher than girls from higher-income families.

 **+10%**

more girls identifying as 2SLGBTQ+ reported body dissatisfaction as a barrier compared to girls not identifying. Other barriers were reported at similar or lower levels. For example, girls identifying as 2SLGBTQ+ were less likely to report alternative interests and activities, and lack of quality experiences, as barriers to sport participation.



# LET'S DEVELOP A FURTHER UNDERTSANDING OF INTERSECTIONALITY

1. Increase self-awareness and knowledge  
2. Information guide to develop additional resources





“

*Intersectionality is not just the concept of intersecting identities.*

*Intersectionality is specifically about \*marginalized\* identities and how intersecting systems of oppression further serve to marginalize and disempower.*”

Dr. Oni Blackstock







# CASE STUDY: RIGHT TO VOTE IN CANADA

Let's examine intersectionality through Canadian history, with a complex background of multiple experiences of oppression.

# High-level TIMELINE of women in Canada receiving\* the right to vote

Women in Canada did not receive the right to vote as a collective.

1918

White women "can" vote.

1937

Black women "can" vote.

1948

Asian women "can" vote.

1950

Inuit women "can" vote.

1960

First Nations women "can" vote.

\* Multiple social justice campaigns, such as the women's suffrage movement, led to women "receiving" the right to vote.



# HOW CAN WE OPERATIONALIZE INTERSECTIONALITY?

1. Increase self-awareness and knowledge  
2. Information guide to develop additional resources





The Operationalizing Intersectionality Framework helps to put intersectional approaches into practice.





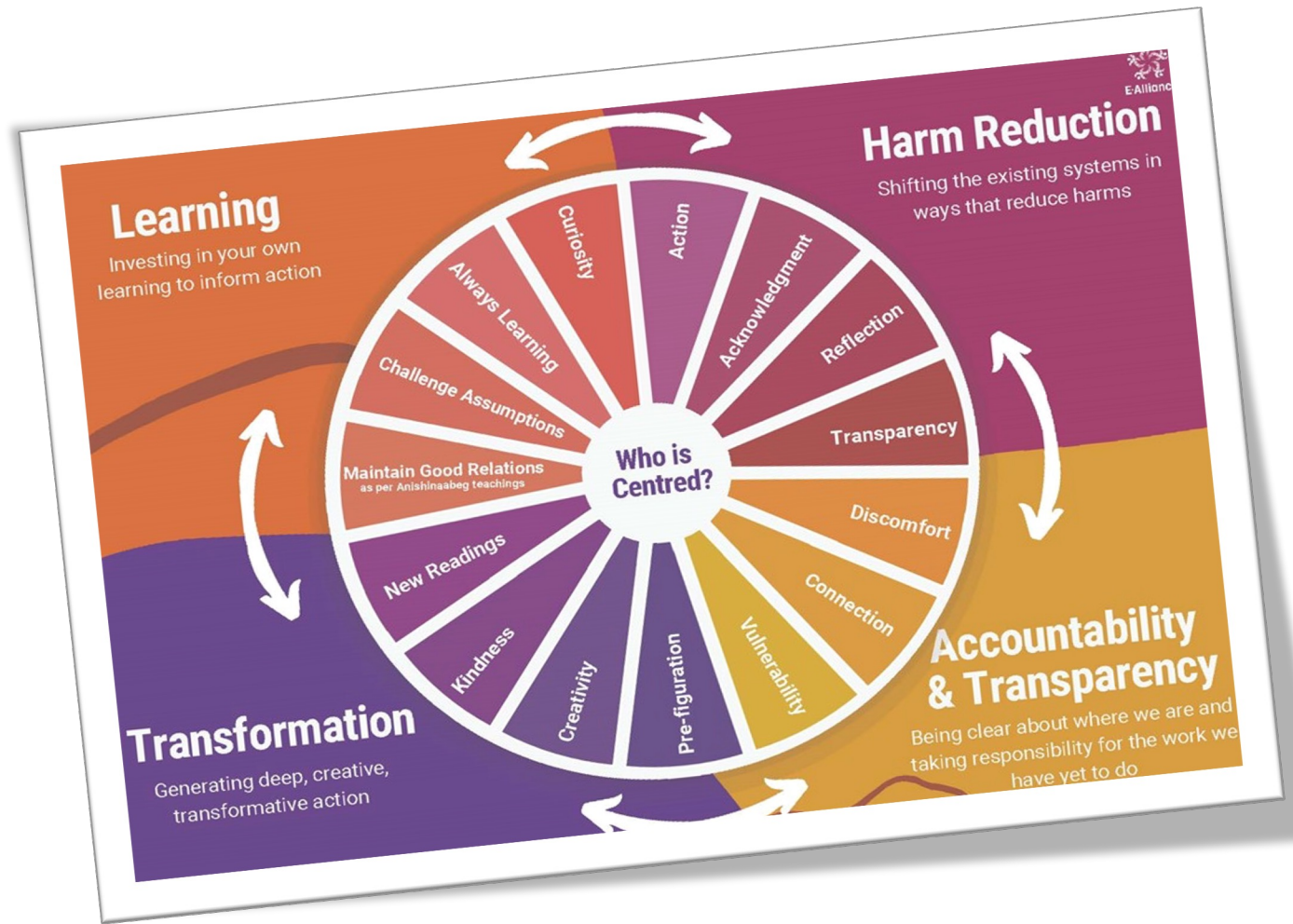
## “Who is Centred?”

Who is (not) involved in the decision-making?

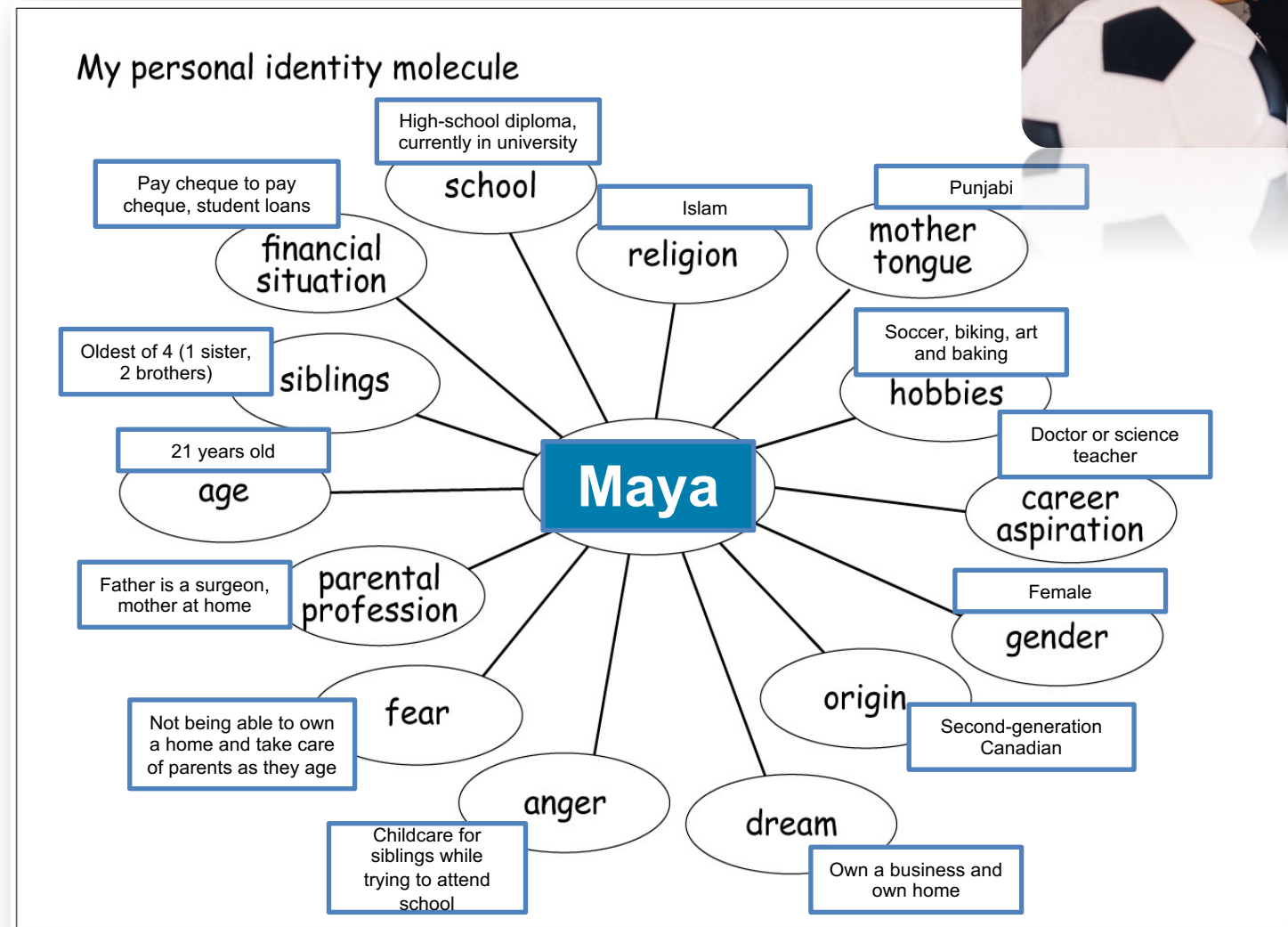
Whose participation is (not) prioritized in our policies?

Whose stories are (not) being told?

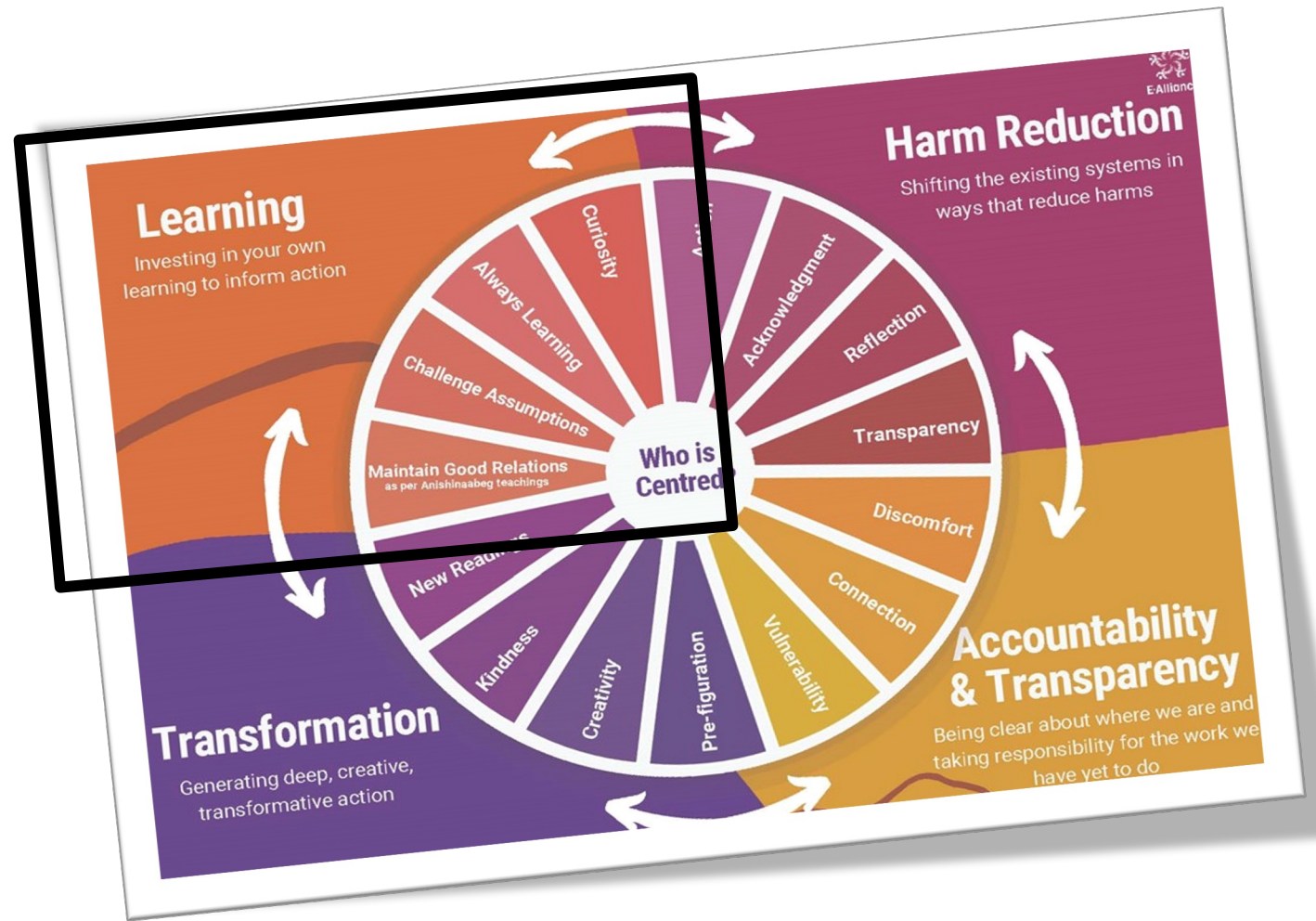




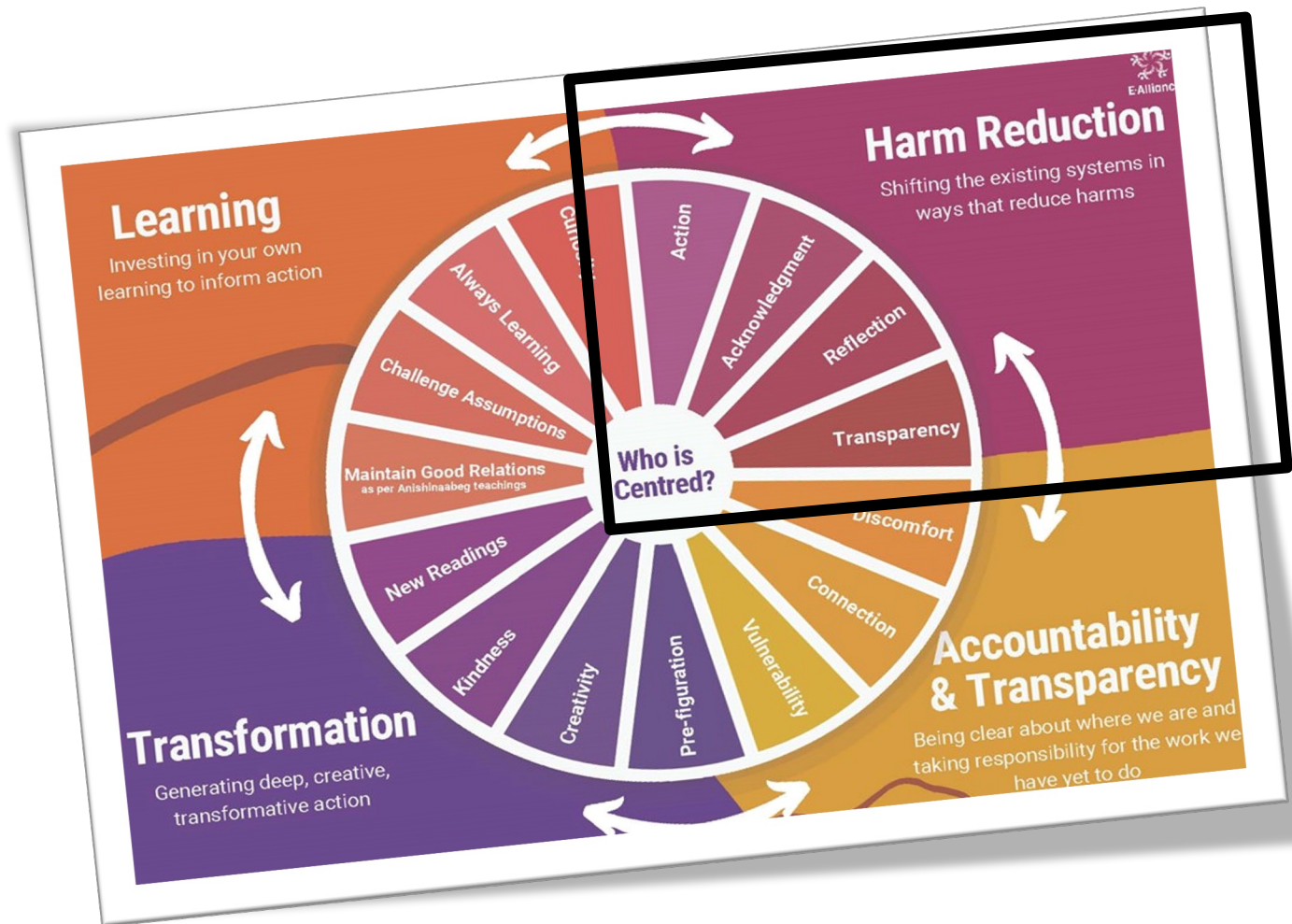




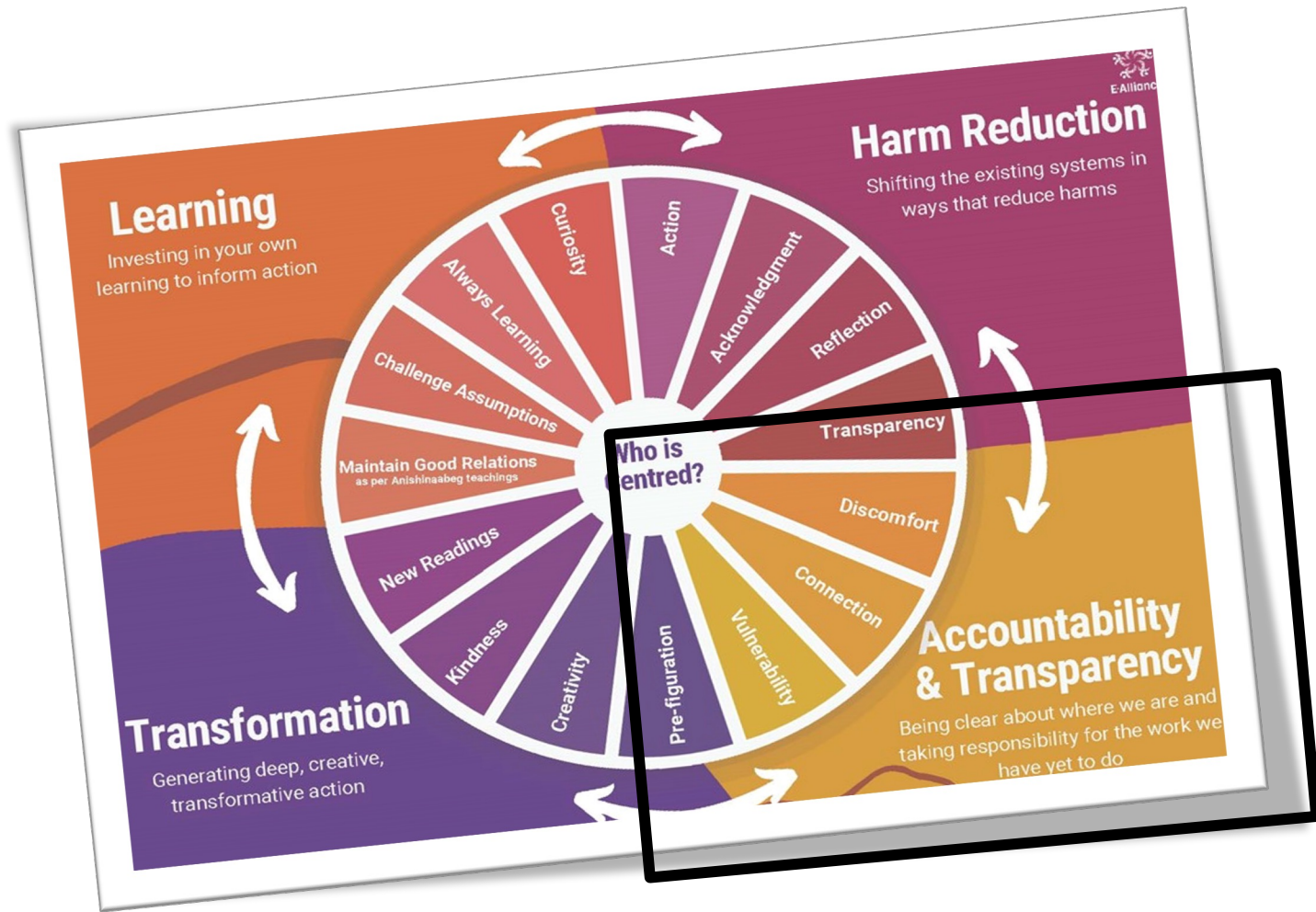




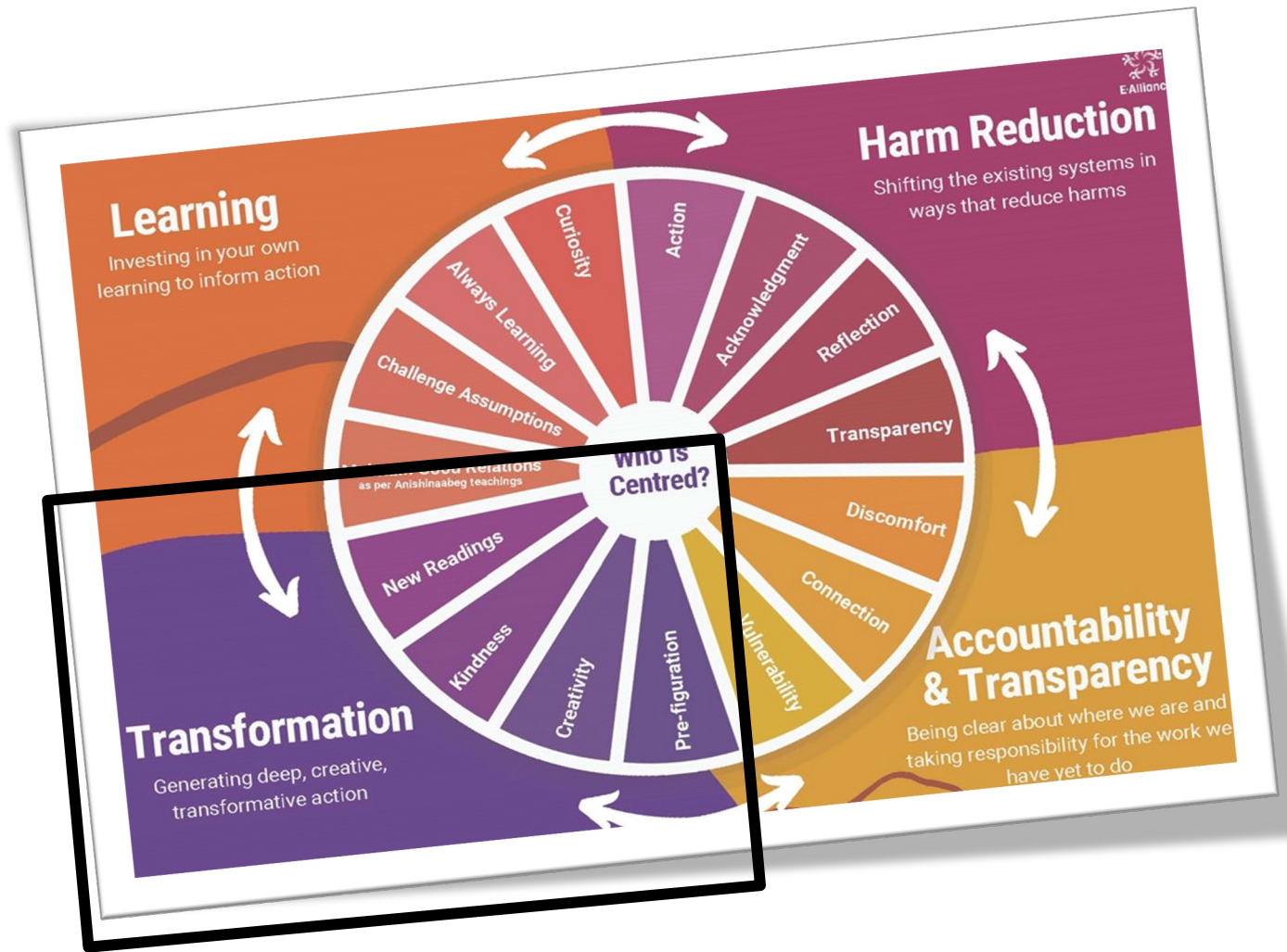














## The Operationalizing Intersectionality Framework Takeaways.

- Intentional
- Thorough
- Application
- Comprehensive



# INTERSECTIONALITY CONCLUSION

1. Increases of awareness and knowledge  
2. Information guide to develop additional resources





Understanding intersecting identities promotes a culture of acceptance. Creating a space where people can be every version of themselves at the same time results in a diverse and stronger community.

Factors include, but are not limited to:

- “Race”/Ethnicity
- Indigeneity
- Gender
- Class
- Sexuality
- Geography
- Age
- Disability/Ability
- Migration/Immigration Status
- Religion





These interactions occur within a context of connected systems and structures of power.

Such as:

- Laws
- Policies, Rules, Regulations
- Government
- Political/Economic Unions
- Religious Institutions
- Media



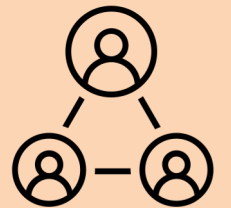
How can you apply intersectionality in recreation and sport?  
Why do you think recognizing intersectionality in recreation and sport is important?  
Does your role in recreation and sport change your responsibility as it relates to intersectionality?



What have you learned about your personal identities?  
How has intersectionality played a positive, or negative, role in your life?  
What was the most important lesson you learned about intersectionality?



How can you teach others about intersectionality?  
Who is impacted most by disregarding intersectionality?  
What intersections do you think society prioritizes?







**INTENTIONAL**  
**COMMITTED**  
**OPEN**



# INTERSECTIONALITY

## a fun guide



this is Bob.

Bob is a stripey blue triangle.  
AND SHOULD BE PROUD.



SADLY SOME PEOPLE DO NOT LIKE Bob. Bob  
FACES OPPRESSION FOR BEING A TRIANGLE, &  
FOR HAVING STRIPES.



LUCKILY, THERE ARE LIBERATION GROUPS!  
BUT THEY AREN'T INTERSECTIONAL.

SO THEY  
LOOK LIKE  
THIS

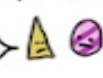


THEY DON'T TALK TO EACH OTHER.  
IN FACT, THEY COMPETE.

BOB CAN'T WORK  
OUT WHERE TO  
GO.



AM I MORE  
STRIPE OR  
TRIANGLE?



BOB WISHES THAT THE  
TRIANGLES AND STRIPES  
COULD WORK TOGETHER.

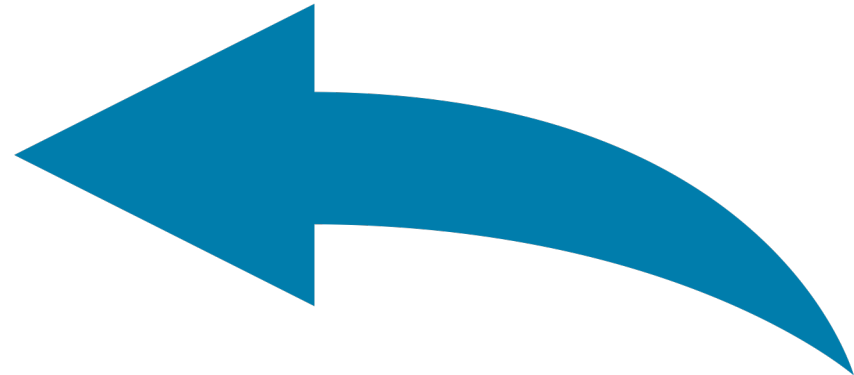


NO LIBERATION  
WITHOUT EQUAL  
REPRESENTATION!


INTERSECTIONALITY IS  
THE BELIEF THAT  
OPPRESSIONS ARE  
INTERLINKED AND  
CANNOT BE SOLVED  
ALONE.

OPPRESSIONS ARE NOT ISOLATED.  
**INTERSECTIONALITY NOW!**

# THANK YOU



## CHECK OUT THIS "FUN GUIDE" TO UNDERSTANDING INTERSECTIONALITY



# RESOURCES AND ADDITIONAL INFORMATION

1. Increase self-awareness and knowledge
2. Information guide to develop additional resources





## Understanding my Intersectionality

- <https://myheritagelanguage.com/book/promoting-intercultural-competence/unit-1-culture-identity-alike-yet-different/personal-identity-molecule/>
- <https://images.app.goo.gl/VmeWe1dr15rvvkH3A>
- [https://www.buildingcompetence.ca/workshop/power\\_flower/](https://www.buildingcompetence.ca/workshop/power_flower/)
- <https://unidexhealthcare.com.au/articles/the-impact-of-intersectionality-on-disability-care/>
- <https://iwda.org.au/what-does-intersectional-feminism-actually-mean/>
- <https://cihr-irsc.gc.ca/e/52352.html>
- <https://ospe.on.ca/advocacy/intersectionality/>
- <https://diversityandability.com/blog/what-is-intersectionality-and-why-does-it-matter-in-the-workplace/>
- <https://www.intersectionaljustice.org/what-is-intersectionality>
- <https://www.womankind.org.uk/intersectionality-101-what-is-it-and-why-is-it-important/>
- <https://time.com/5786710/kimberle-crenshaw-intersectionality/>



### Intersectionality and Sport

- <https://womenandsport.ca/resources/tools/what-is-intersectionality/>
- <https://www.sportsnet.ca/more/longform/how-sports-silence-black-female-athletes/>
- <https://www.futurelearn.com/info/courses/sport-for-sustainable-development/0/steps/146211#:~:text=Gender%20differences%20in%20participation%20are,disability%2C%20or%20low%20economic%20status.>
- <https://www.researchgate.net/publication/345593921> Intersectionality the impact of negotiating multiple identities for women in sport leadership
- <https://journals.humankinetics.com/view/journals/jcsp/16/4/article-p297.xml>
- <https://www.taylorfrancis.com/chapters/edit/10.4324/9781351055949-8/race-class-gender-dawn-norwood>
- <https://www.sciencedirect.com/science/article/pii/S2352827321000835>
- [https://books.google.ca/books?hl=en&lr=&id=nn\\_oDwAAQBAJ&oi=fnd&pg=PT184&dq=intersectionality+and+sport&ots=oaP55fDFkO&sig=D0uopd8AjIV8jMVsKbo0tR4so#v=onepage&q=intersectionality%20and%20sport&f=false](https://books.google.ca/books?hl=en&lr=&id=nn_oDwAAQBAJ&oi=fnd&pg=PT184&dq=intersectionality+and+sport&ots=oaP55fDFkO&sig=D0uopd8AjIV8jMVsKbo0tR4so#v=onepage&q=intersectionality%20and%20sport&f=false)





### Kimberle Crenshaw

- [Kimberle W. Crenshaw | Columbia Law School](#)
- [Intersectionality, explained: meet Kimberlé Crenshaw who coined the term – Vox](#)
- [“Intersectionality” in the words of Kimberlé Crenshaw – Crip HumAnimal](#)
- [Kimberlé Crenshaw on What Intersectionality Means Today | Time](#)

### Dr. Oni Blackstock

- [How Oni and Uché Blackstock, Doctors, Spend Their Sundays - The New York Times \(nytimes.com\)](#)
- [The Power of Equity: Interview with Oni Blackstock - Medical Humanities \(bmj.com\)](#)
- [Oni Blackstock | NPR Diverse Sources Database](#)

### Bernice Bing

- <https://education.asianart.org/resources/identity-intersectionality/>
- [https://www.researchgate.net/figure/Status-of-Women-Canada-Intersectionality-image-graphic-illustrating-some-of-the\\_fig1\\_323214224](https://www.researchgate.net/figure/Status-of-Women-Canada-Intersectionality-image-graphic-illustrating-some-of-the_fig1_323214224)



### Canadian Women's Right to Vote

- <https://humanrights.ca/story/the-chaotic-story-of-the-right-to-vote-in-canada>
- <https://www.thecanadianencyclopedia.ca/en/collection/womens-suffrage-in-canada>
- <https://electionsanddemocracy.ca/voting-rights-through-time-0/case-study-2-womens-right-vote>
- <https://electionsanddemocracy.ca/civic-action-then-and-now-0/background-information-women-and-vote>
- <https://women-gender-equality.canada.ca/en/commemorations-celebrations/womens-history-month/women-history-canada-timeline.html>

### Canadian Parks and Recreation Association

- [www.cpra.ca](http://www.cpra.ca)
- <https://cpra.ca/initiatives/gender-equity-in-recreational-sport/facility-use-toolkit/>
- <https://cpra.ca/initiatives/gender-equity-in-recreational-sport/overview/>





### Intersectionality Videos

- <https://www.youtube.com/watch?v=ViDtnfQ9FHc>
- <https://www.youtube.com/watch?v=w6dnj2lyYjE>
- <https://womenandsport.ca/resources/tools/what-is-intersectionality/>
- <https://www.intersectionaljustice.org/what-is-intersectionality>
- <https://www.youtube.com/watch?v=JRci2V8PxW4>

### Canadian Women and Sport

- [www.womenandsport.ca](http://www.womenandsport.ca)
- [Resources | Gender Equity | Canadian Women and Sport](#)
- [Rally-Report-2022-Dec2-1.pdf \(womenandsport.ca\)](#)
- [Importance-of-social-connection-ENG.pdf \(womenandsport.ca\)](#)
- [SafeSport-Infographic-R7.pdf \(womenandsport.ca\)](#)

### Canadian Women's Foundation

- [www.canadianwomen.org](http://www.canadianwomen.org)





**THANK YOU**