



NCWIT Summit
on Women and IT
practices and ideas
to revolutionize computing

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Intersectionality: How Can We Address Multiple Identities and Biases at Once?

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Microsoft, Bank of America, Google, Intel, and Merck*

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Bloomberg, Hewlett Packard Enterprise, and Qualcomm*

What do you already know, or what have you heard?



GOALS FOR TODAY

- ✓ Understand what intersectionality means & why it matters
- ✓ Develop an “intersectional lens” you can use to improve D & I efforts



SPOILER ALERT

- ✓ Brain expanding sessions
- ✓ No quick and easy answers
- ✓ Benefit of a “lens”:
Practical but not formulaic



WHY AN INTERSECTIONAL LENS MATTERS

It can improve...

- ✓ **The way we frame, talk or think about different D & I approaches** (*e.g., women's leadership development, male allies, ERGs*)
- ✓ **The *strategic* implementation and effectiveness of these approaches**
- ✓ **Leadership and professional development in general** (*not just "D & I efforts" or efforts involving underrepresented groups*)



STATEMENTS & SITUATIONS: SOUND FAMILIAR? WHAT *MIGHT* BE OF CONCERN HERE?

| | | |
|--|---|---|
| <p>We need more women because they just have a different communication and leadership style. They're more collaborative and nurturing.</p> | <p>So, tell me, what are the top 5 things we need to do to recruit and retain more Black women?</p> | <p>We really needed more diversity on this committee – and it's so great, as a queer Latina you count for two categories!</p> |
| <p>Your company announces a goal to increase “female leadership” and as part of this effort wants to implement a “women’s leadership development” program.</p> | <p>Your company announces plans to start a “male allies” program</p> | <p>A senior leader announces that the women’s ERG should lead the charge in developing an inclusion strategy</p> |

Statements

Situations

WHAT IS INTERSECTIONALITY

- ✓ Useful metaphor
- ✓ Origin: gender & race
- ✓ Overlapping identities
- ✓ Relevant to all of us
- ✓ Bias, privilege, benefits



SOME POTENTIAL PITFALLS TO AVOID

Remember: It's a “lens,” not a program

- ✓ Don't let it become the next new buzzword/fad
- ✓ Don't treat it like it's “separate” from other D & I efforts

Don't “dilute” it

- ✓ Don't lose focus on power and privilege
- ✓ Don't slide into “look at all we have in common, let's live happily ever after. . . .”

How to Apply an Intersectional Lens



APPLYING AN INTERSECTIONAL LENS

- ✓ To Data Collection
- ✓ To the Language
or Terminology We Use

APPLYING AN INTERSECTIONAL LENS

- ✓ To challenge “prescription” thinking:

What are the top 3 things we need to do to help women succeed here? To help black employees? To help LGBTQ folks succeed?

- ✓ To challenge tokenism and essentialism:

We’re excited that you can bring a _____ (woman’s, Latina’s, African American’s) perspective to the discussion.



APPLYING AN INTERSECTIONAL LENS

- ✓ To think more *strategically about when, why and how* to use different D & I approaches
- ✓ To help think on *multiple tracks* at once: Segmented & Intersectional Approaches

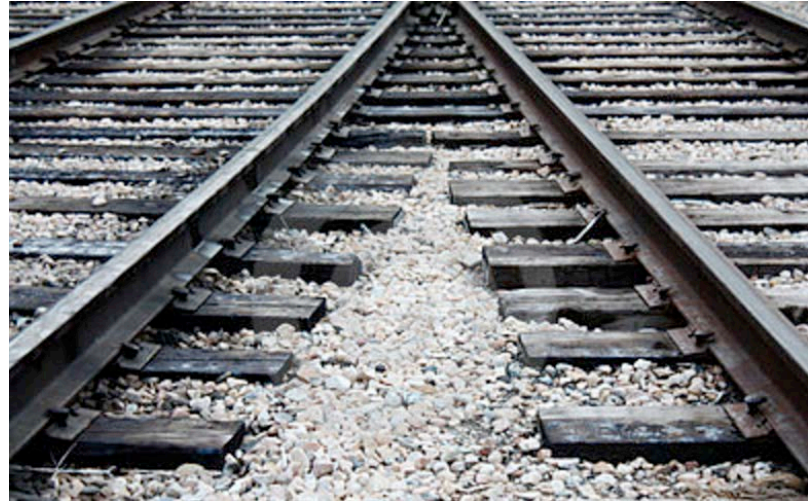


APPLYING AN INTERSECTIONAL LENS

- ✓ All approaches have pros & cons
- ✓ There is no one size fits all or no right answer
- ✓ That's why multiple tracks are important



LET'S TRY APPLYING THE LENS



WHAT MIGHT BE OF CONCERN HERE?

What could be done to make these statements/situations more intersectional? Feel free to create your own statement or situation!

| | | |
|--|---|---|
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Statements

Situations

Reflections & Application to the Change Model



REFLECTIONS AND APPLICATION


Do we want to call these “male” ally or “majority group” ally initiatives?

If the former, how do we frame it and what complementary efforts should we think about?

When might you be an ally? When might you need an ally?

Interrupting Everyday Biases

REFLECTIONS AND INTEGRATION



Are women's leadership programs really what we need? If so, how will we attend to a diverse range of women?

Might we incorporate inclusive leadership into all development programs instead?

KEY TAKEAWAYS

- ✓ **It's A Lens, Not a Separate Program:** ALWAYS ask, “Which women? Which men?”
- ✓ **Diversity is *beneficial* but not *predictable*:** NEVER expect difference to play out in predetermined ways
- ✓ **Work on multiple tracks at once:** Strategically plan to use a balance of “targeted” and more “intersectional” approaches

...AND explain these points as part of your rationale.



What now?



Thought-provoking Breakouts:

- Are Alphas Impeding Innovation in Your Organization?
- Intersectionality: How Can We Address Multiple Biases and Identities at Once?
- Are you Missing the Mark When You Benchmark?
- It Takes a Village: Do You Have One?
- Does Your Company Have a Technical Culture, and Does It Impede or Improve Your Diversity Efforts?

Break: 3:30 - 3:45pm
(Arizona & Tucson Ballroom Foyers)

