

**WHEN IN YOUR  
LIFE DID YOU  
REALISE NOT  
EVERYONE IS  
TREATED EQUAL?**

Think about an example:

- What were the characteristics of that person?
- What were the circumstances?

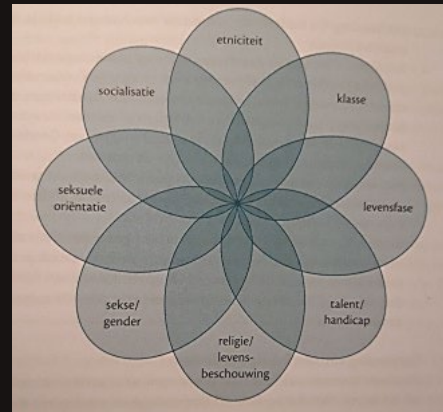
## **INTERSECTIONALITY**

- Intersectionality thinking is an **identity theory and sociological framework**
- It offers an analytical perspective to clarify the **links between different social indicators** and the unique forms of discrimination that go with them.
- Every individual has a **multiple social identity**
- Your **social position** is determined by different signifiers, such as gender, but also nationality, ethnicity, class, religion, age, sexual orientation, legal status, and so on.
- All of these factors **influence** and **reinforce** each other (power dynamics and social inequality), creating unique experiences of discrimination or privilege.



# INTERSECTIONALITY

- Challenge:
  - Being aware of your own cultural baggage and your own inner diversity.
  - Realize that your own presuppositions, values and norms do not apply to everyone
  - You let your professional actions connect and attune to the world of the other.
- In addition, the following aspects can also be distinguished such as family system, migration background or social participation



**GENDER**  
**AGE**  
**SEXUAL ORIENTATION**  
**HANDICAP**  
**ABILITY**  
**ORIGIN**

- Are these aspects of a person culturally, biologically or psychologically determined? Are there other influences?
- Are these aspects changeable or not?