

# Understand Intersectionality & Avoid Bias

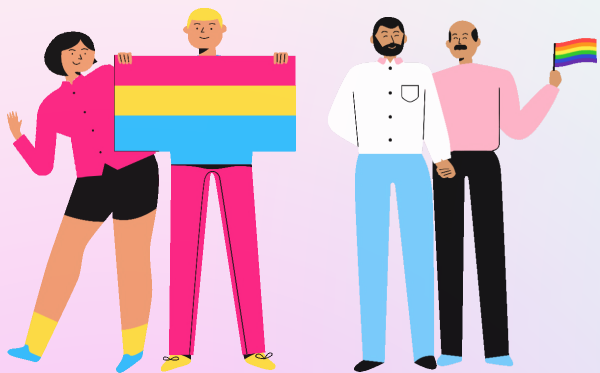
## What is Intersectionality?

Intersectionality refers to the interconnected, disadvantaged nature of social groups, such as race, class, and gender, resulting in overlaps of discrimination systems. Intersectionality accurately depicts how most people live in this world, while the other half have not met the same type of discrimination. Social hierarchy is not the goal when it comes to spreading intersectional thinking, but demolishing them as a whole



## How to Think Intersectionally

Be aware that there are *multiple* ways equality is blocked in this country instead of one that dominates. These can include discrimination based on sexual orientation and identity, gender and gender identity, race, economic status, immigration status, national origin, ability, etc.



## Acknowledge Unique Struggles

Vox writes, "An intersectional approach might include focusing on the unique challenges that those who sit at the intersections of overlapping systems of discrimination face, such as Black immigrants (who face both racial discrimination and discrimination because of their immigration status) or homeless transgender young people (who face discrimination because of their gender identity, age, and housing status)."



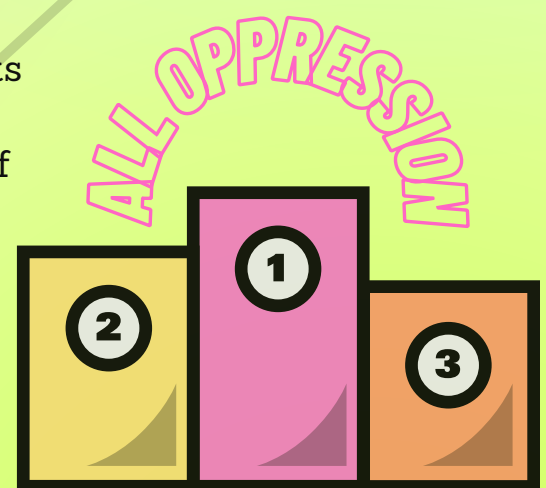
## Center Different Perspectives

Let those who face multiple struggles voice them, listen to their goals, and promote and support them. Appreciate their direct experiences, and let them tell their story. Understand now that there is no singular way of thinking. Take all of these perspectives and bring them with you in your future.



## Avoiding Bias while being Intersectional

Now, with a better understanding of multiple parties' points of view, you can see there are endless ways to think of an issue and endless amounts of unique experiences. Let go of assumptions and generalizations. Do not group people together. Be self-aware of your own biases, especially if being from personal experiences. Recognize that you are one person, and think of how you can rewrite this bias. Be sensitive towards others, and do not put one form of oppression on a higher pedestal.



## Positively Rewriting

Acknowledging bias and the corrupt systems still in place and recognizing that they need to change is a step of its own. If you can recognize the wrongdoings, you can re-wire this bias. With a new mindset, one can help change others' ways of thinking. As a young generation, we have so much ahead of us. This is a priority when it comes to carrying certain aspects with us into our futures.



## Why? For our Communities

"Intersectionality recognizes this connection to the community and amplifies the importance of ensuring that all community members are respected and enjoy access to opportunities. We should strive to include everyone in our work toward promoting social justice. We are all in the fight together and should develop narratives to ensure that we are left behind."-Vox

## Sources to Further Knowledge

<https://academicguides.waldenu.edu/writingcenter/scholarlyvoice/avoidingbias>  
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 Luke Zaphir (2020) Rationality, bias, and prejudice: developing citizens' ability to engage in inquiry, Educational Philosophy and Theory, DOI: 10.1080/00131857.2020.1811680  
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