

How intersectionality unfolds in the workplace



'I am **not one and simple**, but complex and many.' – Virginia Woolf

1

What we think

Overgeneralise: All women are the same!

In fact, no two individuals within a group share the exact same needs. Hence, it's unfair to apply an experience with one individual to all the others in that group.

2

What we can do, instead

Ask Vs Assume

Instead of assuming that women don't want to travel for a field job, it's an inclusive gesture to ask. There are women who enjoy doing a variety of roles, even those that have traditionally been perceived to be masculine.

3

How outcomes change

Individuals feel valued & can unlock diversity of thought

When you invite women to contribute, you send a message that their background, competence and experiences are important. It also unlocks thought diversity in solving critical business problems.