**EDI 2024 Seville**

**Stream Name:**

**The complexities of Intersectionality at work**: Gender with other social identities that impact on the experience of the workplace

**Stream Leads:**

Associate Professor Chris Nightingale (University of Suffolk, UK)

Others - tbc

**Focus of the stream**

Papers are invited that explore the compound effect of gender identity with other social identities on experiences in the workplace. For example: gender roles, gender identity, transgender, cis gender, with disability, sexual orientation, religious or faith belief, ethnicity or age.

The intersectional theoretical framework (Bowleg 2012) suggests that social categories or identities are not independent or unidimensional. Whilst it is possible to identify direct discrimination and harassment arising from a protected characteristic such as gender identity, the reality for many people is the compound effect arising from the interdependencies of other social identities or characteristics. At a social or macro level these compound ‘effects’ may manifest as privilege or oppression (educational and employment opportunities, health outcomes, economic status, racism, ageism, sexism and so on).

The feelings and experiences of discrimination, particularly indirect or associative discrimination, are hard to define, not because the experiences are not real, but because these are complex and often involve more than one characteristic – for example ethnicity and disability, gender identity and sexual orientation.

The purpose of this stream is to critically explore the intersectional perspectives in the workplace, with gender identity as an essential focus of the discussion.

Submissions would be welcome that explore any of the following, or closely related areas:

* Complex identity and resistance in the workplace.
* Lived experiences particularly those of harassment, bullying, direct or indirect discrimination and discrimination by association.
* Social and employment policy that challenges intersectional disadvantages.
* Sociological and/or psychological theory which enables greater understanding of complex and compound intersectional discrimination, harassment and bullying.
* Experimental interventions that seek to eliminate complex intersectional discrimination, harassment and bullying in the workplace.

**Reference:**

Bowleg, L. (2012) [The Problem With the Phrase *Women and Minorities:* Intersectionality—an Important Theoretical Framework for Public Health](https://ajph.aphapublications.org/doi/abs/10.2105/AJPH.2012.300750), *American Journal of Public Health*, 102, 1267\_1273. <https://doi.org/10.2105/AJPH.2012.300750> accessed 20.01.24