Workplace Strategies for Mental Health

Compliments of Canada Life

WORKSHEET

Intersectionality

Intersectionality focuses on the overlap of the various social identities one person would hold. This can include skin colour, ethnicity, gender, sexuality and class. Different combinations may increase or decrease the likelihood that you will experience systemic oppression and discrimination.

What intersections do you have?

Please fill in the table as instructed

Social identities	Name your intersection in each group	Check where you are in the majority at work	What could constitute implicit bias towards those who are in the minority at work?	Which groups are not currently in your personal social circle? Why not?
Ability e.g. Physically disabled, mentally disabled, chronic pain		☐		
Age e.g. Under 10, 20 – 30, 60 – 80		☐		
Body type E.g. average, athletic, obese		☐		
Culture e.g. Latino, Indigenous, African American		☐		
Education level E.g. No formal education, High school, PhD		☐		
Ethnicity e.g. Italian, African, Asian		☐		
Family status e.g. Married, single parent, widowed		☐		

Social identities	Name your intersection in each group	Check where you are in the majority at work	What could constitute implicit bias towards those who are in the minority at work?	Which groups are not currently in your personal social circle? Why not?
Gender e.g. Non-binary, trans, male, female		☐		
Income level e.g. Low, middle, high		☐		
Job role e.g. Management, union rep, frontline		☐		
Nationality e.g. Japanese, British, Mexican		☐		
Political affiliations e.g. Far right, far left, centrist		☐		
Religion e.g. Buddhist, Muslim, Jain		☐		
Sexual orientation e.g. Gay, lesbian, bisexual		☐		
Skin colour E.g. Brown, white, black		☐		

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