

Intersectionality and the implications for workplace gender equity



Visible minority women are more frequently employed in precarious jobs characterized by insecurity, low wages, low protection, and limited benefits.



Racialized immigrant women are most likely to be stuck in jobs that do not reflect their education or experience.

Intersectionality

is a way of understanding how individuals are differently impacted by inequality on the basis of factors such as race, ethnicity, class, gender, age, citizenship, ability, and sexual orientation.

Solutions to overcoming intersectional inequalities:

- To avoid “diversity” becoming a catchall phrase, focus explicitly on addressing gender and racial/ethnic discrimination.
- Promote sponsorship over mentorship, since women and visible minorities are over-mentored and under-sponsored relative to their male peers.
- Get buy-in from management to solve problems of underrepresentation, and increase managers’ on-the-job contact with female and visible minority workers.
- Track data on employee demographics to determine how discriminatory behaviour can be mitigated.
- Post job listings on sites geared towards helping underrepresented groups find employment, such as The Aboriginal Job Board.

To learn more and read the whole research brief:
<https://www.gendereconomy.org/intersectionality-and-workplace-gender-equity/>

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