INTERSECTIONALITY

DEFINITION

Intersectionality is **"the understanding that a person's identity is made up of multiple, intersecting factors** such as age, poverty, class, race, ethnicity, caste, language, migration or displacement status, HIV status, disability, gender identity and/or sexual orientation, **which combine to both benefit and disadvantage them, and which cannot be separated."**[1]

"These interactions happen within the **context of connected systems and structures of power** such as law, policies, media, state governments, religious institutions, and more which contribute to the **systemic bases of privilege and oppression."**[2]

INTERSECTING AXES OF PRIVILEGE, DOMINATION, AND OPPRESSION[4]

1 Source: Plan-International (2016), cited in UNICEF (2021), Gender Transformative Education: Reimagining education for a more just and inclusive world.
2 Hankivsky, O. et al. (2014). An intersectionality-based policy analysis framework: critical reflections on a methodology for advancing equity. International jou nal for equity in health, 13(1), 119.
3 Collins, P. H. (2000 [1990]). Black Feminist Thought: Knowledge, Consciousness and the Politics of Empowerment, Londres, Routledge.
4 Source: Henriques, A. O., Rafael, S., Almeida, V. M., & Pinto, J. G. (2023). The problem with gender-blind design and how we might begin to address it. In Extended Abstracts of the 2023 CHI Conference on Human Factors in Computing Systems. CHI '23: CHI Conference on Human Factors in Computing Systems. ACM. https://doi.org/10.1145/3544549.3582750. Adapted from Morgan, 1996 [27] (p. 107).

IDENTITIES, CATEGORIES, PRIVILEGE AND OPPRESSION OVERVIEW

Based on P. H. Collins' (1990/2000)[3] work on the development of **the matrix of domination,** research and publications on intersectionality frequently consider the axes of oppression and privilege shown in the following table.

Please note that this table is exemplifying the axes that act in the matrix of domination; in no case does it contemplate all the axes, categories or identities. Thus, any intersectional analysis must consider a more detailed level of the matrix.

IDENTITIES

Axes	privilege / domination	Oppression/subordination
Cis-sexism	Cis Men/Women	Trans & Gender variant people
Patriarchy	Men	Women
Eurocentrism	European origin	Non-European origin
Heterosexism	Heterosexual	Non-heterosexual identities
Elitism	In possession of qualifications/ high academic level	Low academic level
Ageism	Young people	Older people
Classism	Middle/rich class	Poor/working class
Language Bias	Anglophones	Non-Anglophones
Racism	White people	People of colour
Religion Bias	Belonging to majority religion	Minority religion membership
Ableism	Able-bodied	Disabled