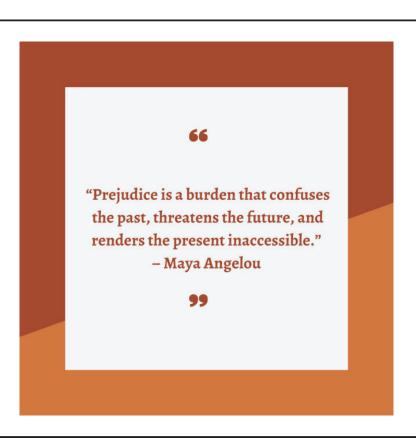
Diversity and Inclusion Issues for Small Businesses

Meagan Harding, Cofounder of Rosa Rebellion

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Communication

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IT'S INTERSECTIONAL



Simply put, intersectionality refers to the fact that people have multiple social identities that may be simultaneously empowering and oppressing.

"It's basically a lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other."

Dr. Kimberle Crenshaw

Steinmetz, She Coined the Term 'Intersectionality' Over 30 Years Ago. Here's What It Means to Her Today, Time Magazine February 20, 2020. Accessed on June 8, 2022. https://time.com/5786710/kimberle-crenshaw-intersectionality/

Racism

Definition of racism (noun)

- 1: a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race
- 2: the systemic oppression of a racial group to the social, economic, and political advantage of another

"Racism." Merriam-Webster.com Dictionary, Merriam-Webster, https://www.merriam-webster.com/dictionary/racism. Accessed 8 Jun. 2022.

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Institutionalized Discrimination

"Deferential treatment by race that is either perpetuated by organizations or codified into law."

Note: Institutionalized discrimination extends beyond race and can refer to unequal treatment of a group of people by organizations, laws or institutions based on other and often overlapping identities.

Small, Mario L., and Devah Pager. 2020. "Sociological Perspectives on Racial Discrimination." *Journal of Economic Perspectives*, 34 (2): 49-67.





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