SOCIAL IDENTITIES & INTERSECTIONALITY

AUGUST M. BALL
FOUNDER
CREAM CITY CONSERVATION
creamcityconservation.org
GROUP AGREEMENTS

- Listen to understand.
- Speak your truth and be open to the truths of others.
- Sit in discomfort.
- Recognize that intent is different from impact.
- Confidentiality. What’s learned here leaves here, and what’s said here stays here.
- Expect and accept non-closure.
- Participate to the fullest of your ability.
- Share gratitude for feedback.
- Be present.
OBJECTIVES

• Define Intersectionality
• Examine Social Class Theory & the implications of Classism in the workplace
• Introduce Chronemics: Polychronic and Monochronic
• Introduce High vs Low Context Cultures
• Begin developing Shared Language and understanding for cultivating equitable and inclusive working environments

We cannot solve a problem we do not understand
INTERSECTIONALITY

The interwovenness of various aspects of humanity, such as class, race, sexual orientation and gender that inform the compounded human experience of an individual in society.
“Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects.

It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.”

Kimberle’ Williams Crenshaw, Esq
<table>
<thead>
<tr>
<th>The Facet of Diversity</th>
<th>Dominant Group</th>
<th>Marginalized Group</th>
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<td>RELIGIOUS OPPRESSION</td>
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Your Identity

Which social demographics first come to your mind when you think about yourself?

*How do those identities influence your life?*
An intersectional analysis...requires a shift from a single ground perspective to an analysis based on the assumption that an individuals experiences are based on multiple identities that can be linked to more than one ground of discrimination or privilege.
DISCRIMINATION & INTERSECTIONALITY

- It is legal to fire, evict, deny services to someone for being LGBTQ+ (Ex. Adoption, health coverage, etc.)
- Family Leave Laws do not extend to same-sex couples in many states (ex. Michigan, North Dakota, Virginia)
- Discriminatory Adoption/Fostering Policies
- There are 5x as many LGBTQ+ parents willing to adopt than there are children in foster care.

30 states don't ban discrimination against sexual orientation and gender identity in the workplace

LGBTQ civil rights protections
These laws generally prohibit discrimination based on sexual orientation and gender identity in the workplace, housing, and public accommodations. But Utah's law doesn't cover public accommodations.

- Protections for sexual orientation and gender identity
- Protections for sexual orientation
- No protections

Source: Human Rights Campaign
Credit: German Lopez
DISCRIMINATION & INTERSECTIONALITY

- Business loan discrimination (1988)
- Spousal Rape (1993)
- Credit card discrimination (1974)
- Workplace sexual harassment (1980)
WHEEL OF POWER/PRIVILEGE

Adapted from ccrweb.ca
@sylviaduckworth
Waterline of Visibility
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LET’S TALK ABOUT SOCIOECONOMICS
Top 1% hold 20% of the nation’s wealth
Bottom 50% hold 12% of the nation’s wealth
MODERN DAY IMPLICATIONS

• Federal government backed $120 billion in home loans: more than 98% went to whites exclusively.

• Non-white veterans often unable to utilize education loans due to segregationist university policies.

• Social Security Act excluded domestic & wage workers (farmworkers and maids) – disproportionately impacting people of color (75% of the Black population fell into this category.)

• Wagner Act – Labor Union Monopolies Legal: Allowed discrimination of membership based on gender and race

• Non-whites unable to utilize VA home loans, access mortgages due to racist banking/insurance practices, racially restrictive covenants & redlining
White households—hold 84% of nation’s wealth ($94 trillion, 60% of U.S. population)
Black households—hold 4% of nation’s wealth ($4.6 trillion, 13.4% of U.S. population)
Median Wealth among Unmarried Households by Age, Race, and Gender in 2019

Source: Survey of Consumer Finances 2019; authors’ calculations.
Note: Wealth refers to the differences between assets and debt for a household head. Data are restricted to unmarried respondents. Age, race, and gender are those of the survey respondent.
MODERN DAY IMPLICATIONS

• **1971:** President Nixon declares “War on Drugs”, identifying drug abuse as “public enemy no. 1” – *between 1974 -2014, the federal prison population increases by 600%; over 2/3 of those imprisoned are Black or Latinx*

• **1980s & 90s:** Reagan and Clinton administrations expand War on Drugs, increasing non-violent drug offenses from 50,000 to 400,000 by 1997.
Race is a stronger indicator of likelihood for incarceration rates for non-violent, drug-related crimes than likelihood of using drugs.
Prison Labor: a BILLION DOLLAR Industry

13th Amendment & Prison Labor

- Only 10 corporations control most of the household brands we all buy.
- It is unknown exactly how big the prison labor industry is.
- The last nationwide census of prisons was in 2005.
- At the time, 1.5 million incarcerated people were working, and that included 600,000 people in the manufacturing sector (4% of industry)
- Today there is no central repository of information on prison labor
- Individual prison systems and state legislatures decide how they count and regulate prison labor.

Prior to 2016, organic grocery giant Whole Foods sold a $12-a-pound bag of tilapia that was labeled “from sustainable American family farms.”

This family farm was actually Colorado prisoners making 74 cents a day or less. And their fancy goat cheese? The goats and milk were produced by the same prisoners. Whole Foods saved money and the Colorado Department of Corrections likely made a bundle.

https://en.wikipedia.org/wiki/Penal_labor_in_the_United_States
VICTORIA’S SECRET

- Female inmates in South Carolina have in the past (1990’s) sewn intimate apparel for Victoria’s Secret via Third Generation

- Whistleblowing inmates were placed in solitary confinement when they exposed that they had been told to remove “Made in Honduras” labels and replace them with “Made in America” labels.

MCDONALD’S

The fastfood giant has used prison labor to make thousands of employee uniforms and to process some of its frozen food products.

https://en.wikipedia.org/wiki/Penal_labor_in_the_United_States
UNICOR is a state-owned corporation that contracts incarcerated workers out to private companies.

Under US federal law, all physically able inmates who are not a security risk or have a health exception are required to work, either for UNICOR or at some other prison job.

- Established by Congress on June 23, 1934
- Private prisons charge $150/day per inmate
- 1.8 Million people currently incarcerated
  (Down from 2.18 in 2018, due to prison reform in NYC and CA)

How many people are locked up in the United States?

The U.S. locks up more people per capita than any other nation, at the staggering rate of 698 per 100,000 residents. But to end mass incarceration, we must first consider where and why 2.3 million people are confined nationwide.

Sources and data notes: See https://www.prisonpolicy.org/reports/pie2020.html
74% of people held by jails are not convicted of any crime

If you include the 115,000 people held in local jails that rent out space to other agencies, 65% of people in jails are unconvicted.

Either way, jail incarceration rates are driven largely by local bail practices.
• Manages 83 factories

• As of 2021, inmates earned between $0.23 to $1.15 per hour.

• According to UNICOR'S most recent annual report, it employs more than 17,000 incarcerated workers doing everything from heavy manufacturing to computer-aided design.

• It brings in more than $500 million of revenue annually.
Socioeconomic status should be factored into inclusion efforts.

Most companies are created by/tailored to middle class norms/values.
Many of our traditional workplace structures are skewed to support middle-class norms and often don’t account for what someone from a more financially-challenged background might struggle with in the day-to-day life of office culture.
The way companies operate in regard to salary, higher education, time management, meetings, public speaking, and travel are all influenced by the creators of that culture—bosses who were likely raised with the middle-class norms and values that feel totally foreign to someone who was not raised in similar circumstances.
Those with middle-class upbringings are more likely to be equipped with savings, a basic understanding of financial planning, and often, the last-resort availability of family funds. That simply isn’t a reality for employees from low-income backgrounds who typically aren’t starting with much in the way of springboards or back-up plans.
Class & Intersectionality

- Class is described as “relative status according to income, wealth, power and/or position.”

- Although distinctions between working class, low-income, middle class, and upper or owning class can be made, they are also deeply interconnected to race, gender, sexual orientation, religion, age, location, immigrant status, and other factors.

- This makes it challenging to separate as a factor on its own, thus often causing it to be overlooked as an issue within a group’s dynamic.

http://www.classmatters.org/
• Class-based segregation may also generate feelings of **guilt** for those who come from more privileged positions or **shame** for those who come from less privileged positions.

• These factors make classism an “ism” that is not talked about or managed effectively.

http://www.classmatters.org/
THE HOME

• Opportunities & resources for class mobility start early.

• Children learn “hidden rules”, relied upon for survival.

• The way parents communicate is a powerful reinforcement.
What does survival mean?

...Depends on which class you are/were raised in.

- Patreese Ingram
3 Determining Factors or “Hidden Rules/Concepts” of Survival

<table>
<thead>
<tr>
<th>Working Class (Generational Poverty)</th>
<th>Middle Class</th>
<th>Upper Class (Generational Wealth)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relationships</td>
<td>Achievement</td>
<td>Financial</td>
</tr>
<tr>
<td>Entertainment</td>
<td>Work Itself</td>
<td>Political</td>
</tr>
<tr>
<td>Survival Itself</td>
<td>Self-sufficiency</td>
<td>Social Connection</td>
</tr>
</tbody>
</table>

*Hidden Rules of Social Classes*
OUR SCHOOLS

• Resources in the classroom

• Student-Teacher Interactions

• Parent-Teacher Interactions
<table>
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<tr>
<td>3% of those students come from the bottom economic percentile.</td>
<td>74% of students at the top 126 Universities come from upper to middle class homes.</td>
<td></td>
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</table>
# SCHOOLS - AUTONOMY

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<tbody>
<tr>
<td>(Generational Poverty)</td>
<td></td>
<td>(Generational Wealth)</td>
</tr>
<tr>
<td>Working class schools prepare students for working class jobs with higher supervision/less autonomy</td>
<td>Upper/middle class schools reflect and promote expressive ideals. More complex and varied tasks, students are encouraged to ask questions and prepare for jobs where they will have more autonomy and make decisions.</td>
<td></td>
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Darling-Hammond 2006
# SCHOOLS - INTERACTIONS

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<th>Upper Class (Generational Wealth)</th>
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<tr>
<td>Working class students might be ignored by their teachers, may not ask for help as it's seen as weakness vs curiosity</td>
<td>Upper/Middle class students ask teachers more questions, intellectual curiosity is encouraged</td>
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</tbody>
</table>
### SCHOOLS – PARENTAL ADVOCACY

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<td></td>
<td>(Generational Wealth)</td>
</tr>
<tr>
<td>Working class parents have less knowledge required to advocate</td>
<td>Upper/Middle class parents take charge and influence education</td>
<td></td>
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</tbody>
</table>

Both parents are equally interested in their child’s education, but the skills to advocate are not equal

Reay 1998
THE WORKPLACE

- What role does politics, behavior and power play?
- Class Ceiling
- Managers have assumptions about what an “ideal employee” is
THE WORKPLACE

<table>
<thead>
<tr>
<th>Two Types of Behavior</th>
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<tbody>
<tr>
<td><strong>Pro-Social Behavior</strong></td>
</tr>
<tr>
<td>Focused on Collaboration</td>
</tr>
<tr>
<td>Concerned with Mutual Benefit to All</td>
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Belmi & Laurin 2017 and Laurison & Friedman 2017
WORK – Unspoken Cues/Hidden Culture

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<td>Pro-Social Behavior</td>
<td></td>
<td>Political Behavior</td>
</tr>
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Belmi & Laurin 2017 and Laurison & Friedman 2017
Employees who belonged to the working class were less likely to aspire or seek promotions or higher ranking positions if it involved or required the engagement in political behavior.

Belmi & Laurin 2017 and Laurison & Friedman 2017
THE WORKPLACE

• Working class employees were paid up to 20% less than their middle/upper class counterparts

• Less likely to seek pay increases
Common Ways Bias Impacts Workplace Experiences:

- Preferences for higher social class
- White Supremacy Veiled as Professionalism
- Affinity Bias
- Feedback Bias
Higher-Class Men Received More Interview Invitations at Elite Law Firms Than All Other Applicants Combined

Based on a study using the résumé audit method.

<table>
<thead>
<tr>
<th></th>
<th>NUMBER OF INTERVIEW INVITATIONS</th>
<th>PERCENTAGE</th>
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<tbody>
<tr>
<td><strong>HIGHER-CLASS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>13/80</td>
<td>16.25%</td>
</tr>
<tr>
<td>Women</td>
<td>3/79</td>
<td>3.80</td>
</tr>
<tr>
<td><strong>LOWER-CLASS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>1/78</td>
<td>1.28</td>
</tr>
<tr>
<td>Women</td>
<td>5/79</td>
<td>6.33</td>
</tr>
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</table>

NOTE: THE DIFFERENCES IN CALLBACK RATES FOR HIGHER-CLASS WOMEN, LOWER-CLASS MEN, AND LOWER-CLASS WOMEN WERE NOT STATISTICALLY SIGNIFICANT, BUT HIGHER-CLASS MEN RECEIVED SIGNIFICANTLY MORE CALLBACKS THAN ALL OTHER CATEGORIES. 

## CLASS ADVANTAGE

### Higher SES

<table>
<thead>
<tr>
<th>AWARD</th>
<th>MUSIC</th>
<th>SPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Athletic Award</td>
<td>Classical</td>
<td>Sailing Polo</td>
</tr>
<tr>
<td></td>
<td>music</td>
<td></td>
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16.2%

### Lower SES

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<tr>
<td>Award for athletics on financial aid</td>
<td>Country</td>
<td>Track &amp; Field, Pick-up soccer</td>
</tr>
<tr>
<td></td>
<td>music</td>
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1.3%

Bertrand and Mullainathan, 2004

https://hbr.org/2016/12/research-how-subtle-class-cues-can-backfire-on-your-resume
White Supremacy Veiled as Professionalism

https://ssir.org/articles/entry/the_bias_of_professionalism_standards#
White Supremacy Veiled as Professionalism

The C.R.O.W.N. Act states that the standards of professional dress and grooming in workplaces and schools are often based on Eurocentric standards.

https://ssir.org/articles/entry/the_bias_of_professionalism_standards#
CHRONEMICS
MONOCHRONIC VS POLYCHRONIC WORK STYLES

**MONOCHRONIC**

• Do ONE thing at a time
• Concentrate on job
• Adhere religiously to plans
• Are concerned about not disturbing others; follow rules of privacy
• Show great respect for private property; seldom borrow/lend
• Emphasize promptness
• Accustomed to short term relationships
• Are LOW context

**POLYCHRONIC**

• Can do MANY things at once
• Can be easily distracted; manage interruptions well
• Are committed to people & human relationships
• Consider an objective to be achieved, if possible
• Change plans often & easily
• Are concerned with those who are closely related than privacy
• Borrow & lend things often & easily
• Base promptness on the relationship
• Strong tendency to build lifetime relationships
• Are HIGH context
HIGH VS LOW CONTEXT CULTURE
High vs. Low content cultures

**Features of High Context Cultures**

- People feel responsible for their family
- Value the concept of 'face'; strong public image
- If a member's 'face' is threatened, the whole group's honour is in danger
- e.g. Chinese, Korean, Japanese, Arab

**Features of Low Context Cultures**

- Independence and individualism is emphasized
- No concept of 'face'
- Everyone is responsible for themselves
- e.g. English, North American, Swiss, German
BIAS IN FEEDBACK

Vague: Feedback is not tied to specific work outcomes.
   Example: Tim had a good quarter.

Team-Oriented: Feedback is oriented to team outcomes, and not individual performance.
   Example: Stephanie’s team delivered an excellent final report.

Fixed Mindset: Feedback does not focus on specific tasks, skills or accomplishment but instead labels a person overall.
   Example: Marcus is a great designer.

Personality/Style: Feedback is focused on communication style or personality.
   Example: At times, Sarah can be a little abrasive in meetings.
FEEDBACK EXAMPLE

Lisa is such a great manager! She was instrumental in the implementation of our new customer relationship management system, making sure everyone on the project was well-informed about key dates and decisions. Lisa was also very proactive in her approach to the data engineering system project, suggesting improvements to the system and volunteering to take on more than what was originally asked for.

However, some people find that Lisa’s speaking style and approach can be off-putting at times. While her work itself is impressive, sometimes her approach to working with others could be softened.
REFLECTION

• Which chronemic culture (polychronic or monochronic) is most prominent for you? In your...
  • Family?
  • Cultural community?
  • Workplace?

• How have these differences and/or similarities impacted your lived experiences?
Considerations of Class Migration

- “Covering”
- “Stereotype Threat”
- “Racial Battle Fatigue”
WHY THIS MATTERS

- It affects our relationships and communication with others, i.e. how we treat those around us
- Identity informs our own self-concept, confidence, and perception of ability to take on certain responsibilities, roles, or career goals
- Awareness (or lack thereof) contributes to sense of belonging or exclusion, due to one’s comfort with others or familiarity with professional or social environments
- A sense of exclusion from one’s family or class of origin can occur if one has changed social class through education, employment or life partnerships
- Influences our perception/decisions re: money, power, status, organizational structure and policies, and management hierarchy.
How to embed intersectionality into your JEDI work

1. Identify your “hidden rules”
2. Make opportunity accessible
3. Connect with talent early
4. Influence the Industry
5. Mind Meritocracy
6. Assess employee experiences intersectionally
7. Measure Efforts & Success
REFLECTION PROMPTS

What are the “hidden rules” in your organization?
- Are they equitable?
- If yes, how do you communicate them to newcomers?
- If no, how can you replace/eliminate them?
THANK YOU!

August M. Ball

www.creamcityconservation.org

august@creamcityconservation.org