

# Intersectionality Fundamentals

## Moving beyond silos toward systemic inclusion

Traditional, siloed approaches to diversity and inclusion often overlook the complex, overlapping ways people experience exclusion at work. Intersectionality provides a more nuanced lens - helping organisations recognise how systems of inequity, such as racism, sexism, or classism, can intersect and compound one another, shaping the experiences of those most marginalised.

Applying an intersectional lens to diversity and inclusion ensures that initiatives meaningfully address the realities of people who experience overlapping forms of discrimination and disadvantage. These individuals often face compounded barriers, resulting in more complex and layered experiences of exclusion in the workplace.

By understanding and applying intersectional principles, organisations can move beyond addressing diversity in isolation. Instead, they can identify and respond to the structural and systemic barriers that impact inclusion more holistically - creating more equitable, responsive, and effective workplace practices for everyone.

This program explores how intersecting social and professional identities - alongside broader systems of inequity - shape workplace experiences, opportunities, and outcomes. It builds awareness of how these dynamics influence policies, practices, and decision-making, and provides practical guidance on how to apply an intersectional approach in everyday work. Through this program, participants are supported to move beyond siloed diversity thinking and instead adopt a more systemic, inclusive approach - one that recognises and responds to the full complexity of people's experiences.

This program is designed for organisations and individuals seeking to deepen their understanding of intersectionality and strengthen their capability to create more equitable and inclusive workplaces.

This is a 2-hour program, delivered virtually or in person.

## Learning Outcomes

By the end of this session, participants will be able to:

- Understand what intersectionality is and why it matters in workplaces (including definition, origins, and core concepts)
- Recognise how intersecting identities shape experiences of inclusion and exclusion in the workplace
- Understand the role of systems of power and structural inequality e.g. racism, sexism, ableism
- Apply an intersectional lens to workplace policies, practices and decision-making

## Program Overview

- Part 1: Defining intersectionality (including origins and core concepts)
- Part 2: The role of systems of inequity on workplace inclusion
- Part 3: Applying an intersectional lens in the workplace

## Interactive Elements

This program includes group discussions, case studies, self-reflection activities and post training resources for participants.

## Learner Profile

This program is designed for professionals who play a role in shaping inclusive workplaces and develop policies and programs. It is particularly relevant for:

- Diversity & Inclusion (D&I) practitioners
- Human Resources (HR) and People & Culture professionals
- Managers and other people leaders
- Public servants, including policy and program officers
- Learning & Development teams
- Employee Resource Group (ERG) committee members and D&I champions

The program is also highly relevant for professionals working in healthcare, government, and other sectors, as well as anyone involved in designing, implementing, or influencing policy, programs, or inclusion initiatives.

## Pricing and Format

Delivery Method	Program Duration	Member Price*	Non-Member Price*
Face-to-Face	2 hours	\$4,400	\$6,050
Virtual	2 hours	\$3,850	\$5,500

To encourage maximum learner participation, this program is limited to groups of up to 30 per program. Up to 10 extra employees can attend for an additional participant surcharge of \$500 per program.

\*All pricing is GST inclusive.

## Next Steps

To send through an expression of interest: please complete our [program EOI form](#). Alternatively email [workshops@dca.org.au](mailto:workshops@dca.org.au) or phone 02 8014 4300.