



## Concept Note Equal@Work Seminar Operationalizing Intersectionality: Methods & Challenges

### INTRODUCTION

The Equal@Work Platform is proud to present its 14<sup>th</sup> seminar on Intersectionality in the Workplace. This two-day event will take place on **December 18<sup>th</sup> for ENAR members**, and **December 19<sup>th</sup> for both ENAR members and Equal@Work partners**. The seminar will delve into the crucial theme of intersectionality, aiming at fostering a deeper understanding of this concept while emphasizing its practical application in diversity, equity and inclusion (DEI) tools and practices in workplaces.

### WHAT IS EQUAL@WORK

Equal@Work is a multistakeholder initiative launched by ENAR in 2009 that aims at bringing together employers from civil society, trade unions, academics, public and private sectors committed to dismantling structural racism in the labour market to design innovative solutions and best practices so that ethnic and religious minorities can fully participate in the labour market.

### BACKGROUND

Intersectionality in the workplace centers on understanding how the interplay of identities affects certain individuals and groups in the context of work. To fully tackle the structural and systemic oppressive systems that racism entails and ensure that the workplace is a safe space where individuals can bring their whole selves, stakeholders must look at intersecting identities. The seminar will offer a space to reflect on how to incorporate this understanding into policies and practices from recruitment to onboarding to training and leadership while considering strategic relationships between CSOs and businesses.

### OBJECTIVES

1. **Deepening Understanding:** The seminar aims to foster a profound understanding of intersectionality beyond its theoretical aspects, placing significant focus on its practical implications in addressing workplace challenges.
2. **Capacity Building:** Participants will benefit from a capacity-building workshop that serves as a refresher on available resources for comprehending and applying intersectionality effectively.



3. **Members' State of Play:** Attendees will engage in self-reflection, assessing their current position and strategies regarding intersectionality in their respective domains.
4. **Focused Discussions:** Participants will have the opportunity to engage in in-depth discussions, sharing insights and challenges within their specific areas of work, be it employment, diversity, equity, and inclusion (DEI), or other relevant aspects.
5. **Intersectional Data:** A keynote speaker/panel will provide expert insights into intersectional data and its significance in comprehending and addressing intersectional discrimination within workplaces.
6. **Panel Discussion:** Members and Partners will come together to discuss the practical challenges and opportunities related to upholding intersectional values within distinct organizational contexts. Strategies for bridging the gap between theoretical understanding and practical application will be a central theme.
7. **Networking:** The seminar aims at fostering collective mobilization and networking among participants to empower individuals and communities in the face of structural racism and intersectional discrimination.

## TARGET AUDIENCE

This seminar intends at bringing together key stakeholders working on equity and anti-racism in employment including employers, employees, policymakers, researchers, civil society and DEI experts.

## FORMAT

This year's seminar will be a 2-day event.

- On the first day, ENAR members will have the opportunity to get back to the fundamentals through a reminder of intersectionality theory and available resources and reflect on their current state of play. The rest of the event will be structured around interactive conversations aiming at sharing experiences and struggles regarding intersectionality while building on ways forwards.
- On the second day, both ENAR members and Equal@Work partners will share a space to discuss the need for intersectional data as well as reflect on the bridges between grassroots organizations and businesses and how intersectionality used as a tool can enhance equal workplaces.

## OUTCOME



1. Examine the state of play regarding racial discrimination and intersectional challenges faced by racialized people in European workplaces.
2. Identify and discuss effective solutions and strategies to combat racism, sexism, religious bias and other intersecting forms of discrimination.
3. Promote a holistic approach to DEI, acknowledging variations in class, migration status, and national contexts, which contribute to different regimes of racialization and structural racism.
4. Highlight the importance of data collection at the state level, particularly through an intersectional prism, to enable the implementation of evidence-based anti-racist policies and cultures in the workplace and combat structural racism.
5. Identify challenges and present available tools, including legal mechanisms, community organizing, and political education, to address and overcome structural racism in its multiple forms, including the persistent issue of the glass/concrete ceiling phenomenon.
6. Identify key policy recommendations to influence legislation and policies at the national and European levels that promote diversity, equity, and inclusion with an intersectional lens in the workplace.

## **NEXT STEPS**

The insights shared during the seminar will be compiled in a practical toolkit published in the following months.

## **CONCLUSION**

The "Operationalizing Intersectionality: Methods & Challenges" seminar organized by the Equal@Work Platform promises to be an enriching and enlightening experience. By enhancing the practical understanding of intersectionality, we aim to equip attendees with the tools and insights needed to create more inclusive and equitable workplaces.



---

With the support of the Citizens, Equality, Rights and Values Programme of the European Union, the Open Society Foundations, and the Sigrid Rausing Trust.

---

**FUNDED BY**



SIGRID RAUSING TRUST

