

# APPLYING INTERSECTIONALITY TO ORGANIZATIONAL EXPERIENCES

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BERKELEY CULTURE CONFERENCE  
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# GENDER STEREOTYPES

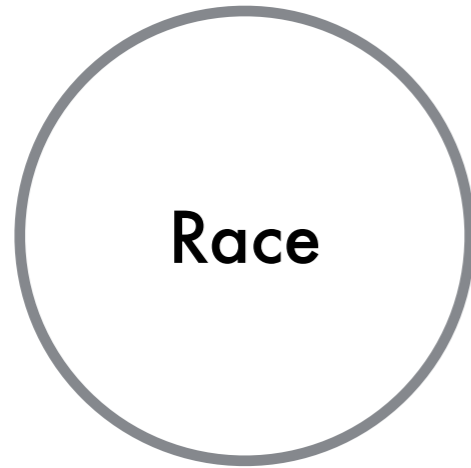


# WHAT DO WE DO?

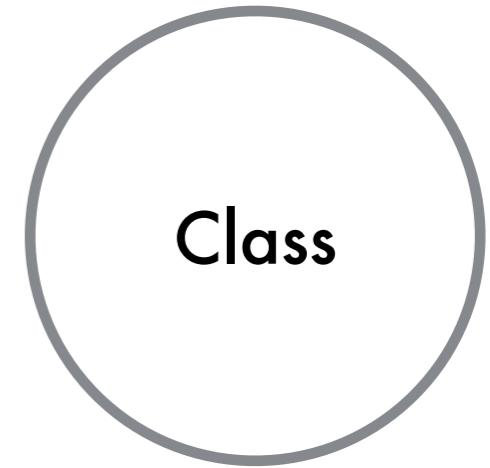
## BEST PRACTICES

- Identify group disparities with **data**
- Increase **representation** at top levels & **beware of tokenism**
- **Get rid of self-assessments** with group differences in them
- **Precommit** to evaluation criteria and interview questions
- **Increase transparency** of hiring, evaluation, & promotion processes
- Engage in "**cultural balancing**" of defaults
  - Positive attributes of all organization members should be valued
- **Teach people with power about defaults**, not just biased treatment

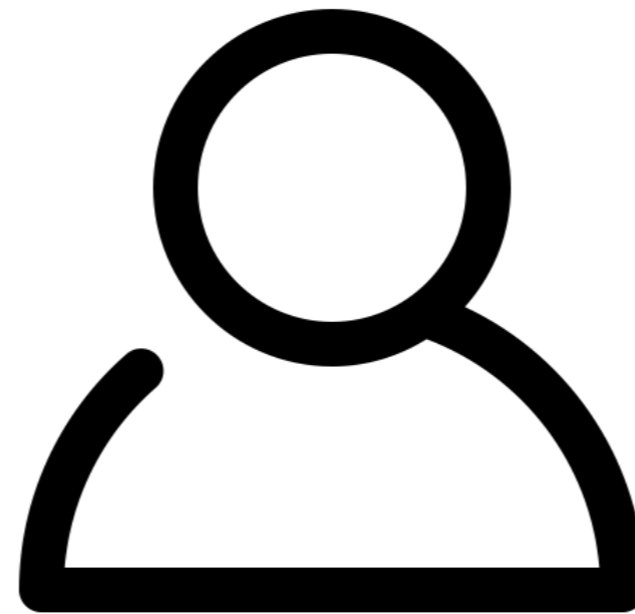
# INTERSECTIONALITY



**Whitecentrism**

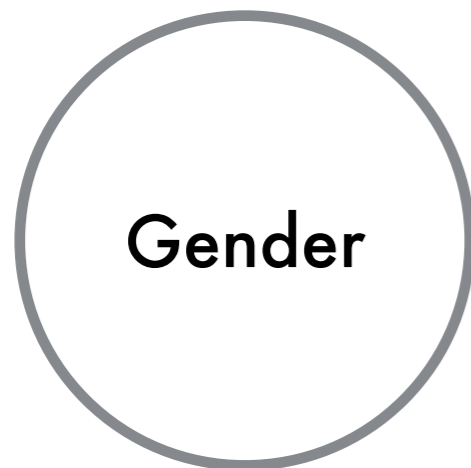


**Middle Class-centrism**



**U.S. Person**

**Androcentrism**

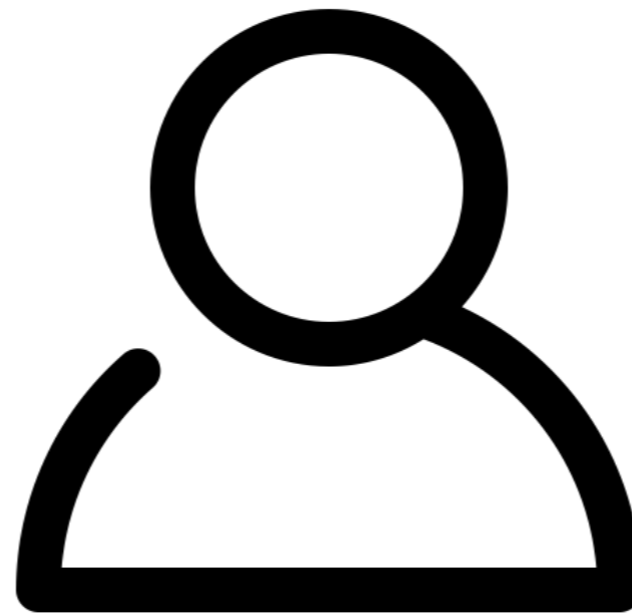


**Heterocentrism**



# INTERSECTIONALITY

**White Straight Man**



**White Straight Woman**

# INTERSECTIONALITY

*Social identities such as race, gender, disability, and class intersect, creating overlapping and interdependent systems of discrimination and advantage*

# INTERSECTIONALITY

**Men are assertive and women are not**

Should **Middle-eastern men** be assertive?

Should **gay men** be assertive?

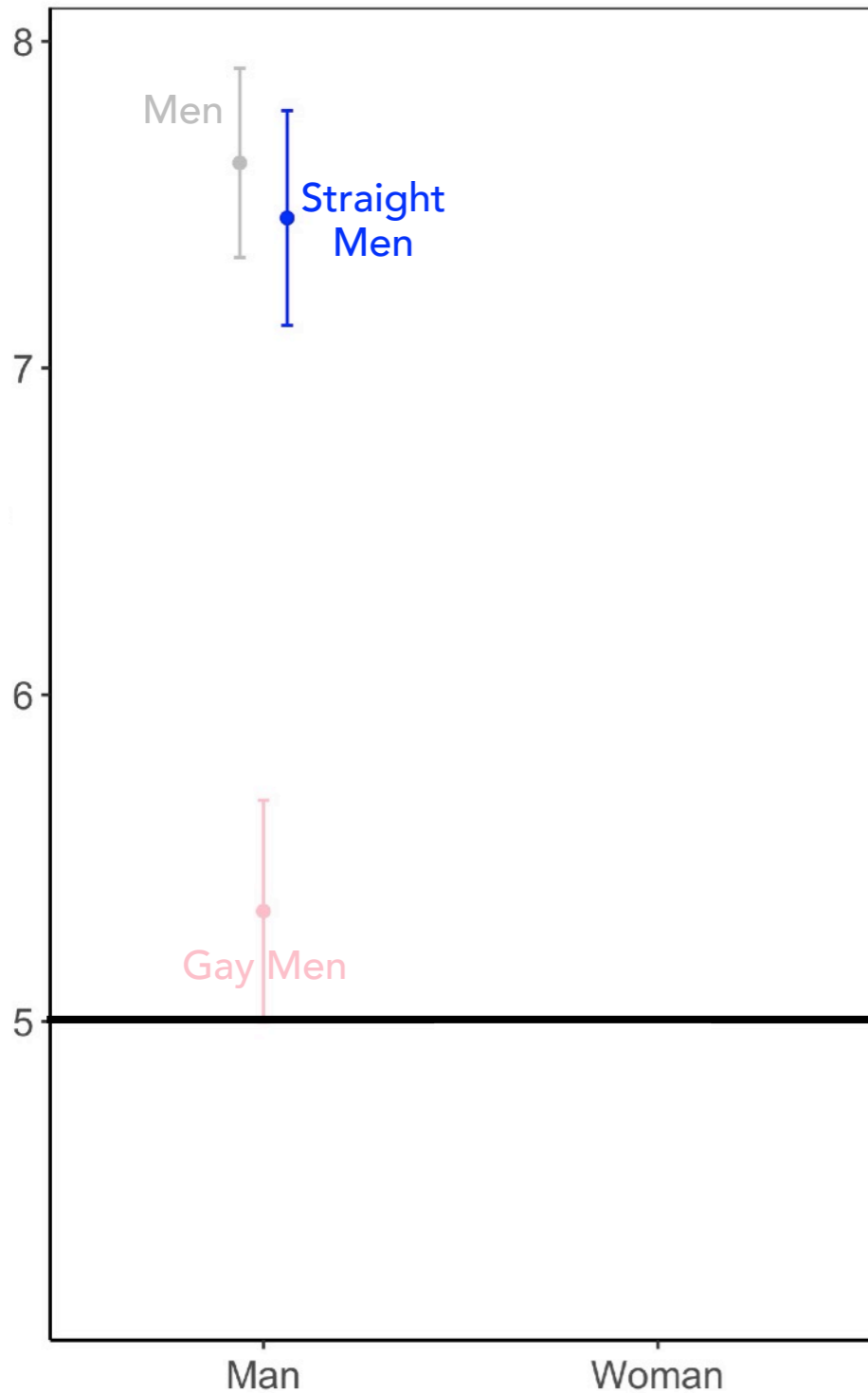
Should **Asian men** be assertive?

Are all **women** supposed to **NOT** be assertive?

# INTERSECTIONALITY

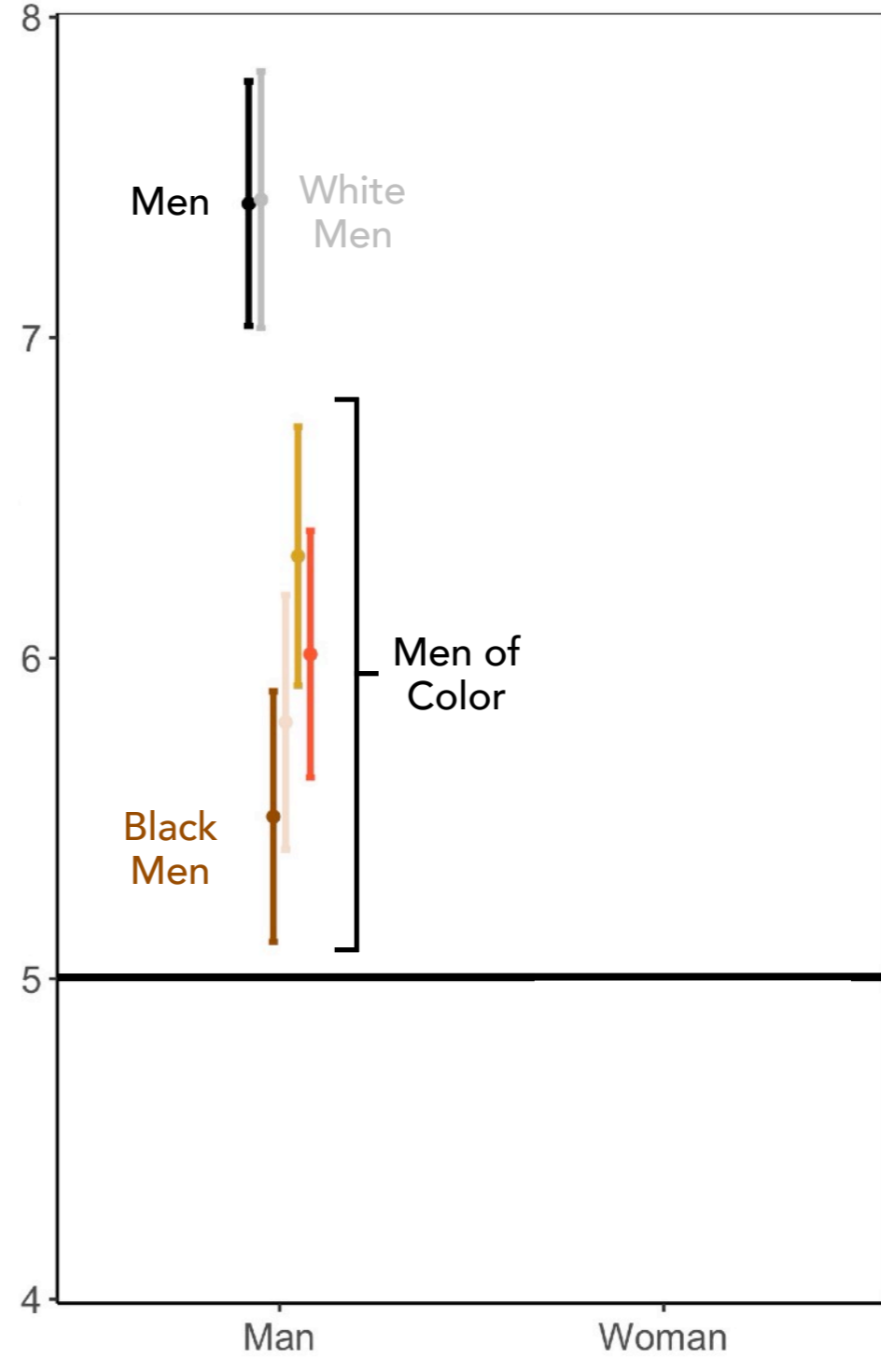
## Desired Assertiveness

1-9 scale  
Extremely Undesirable -  
Extremely Desirable



### Target Sexual Orientation

- Control
- Gay
- Straight



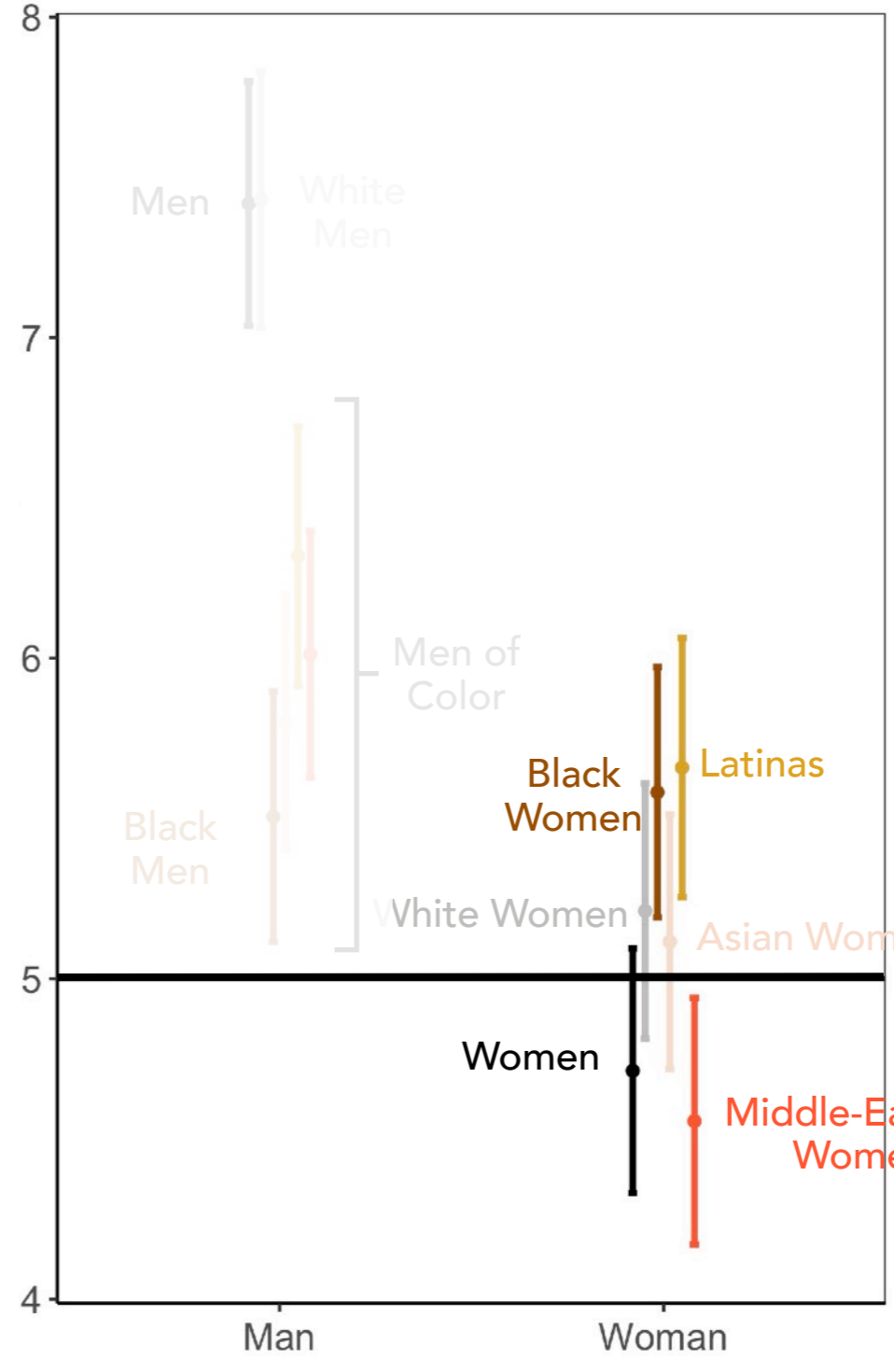
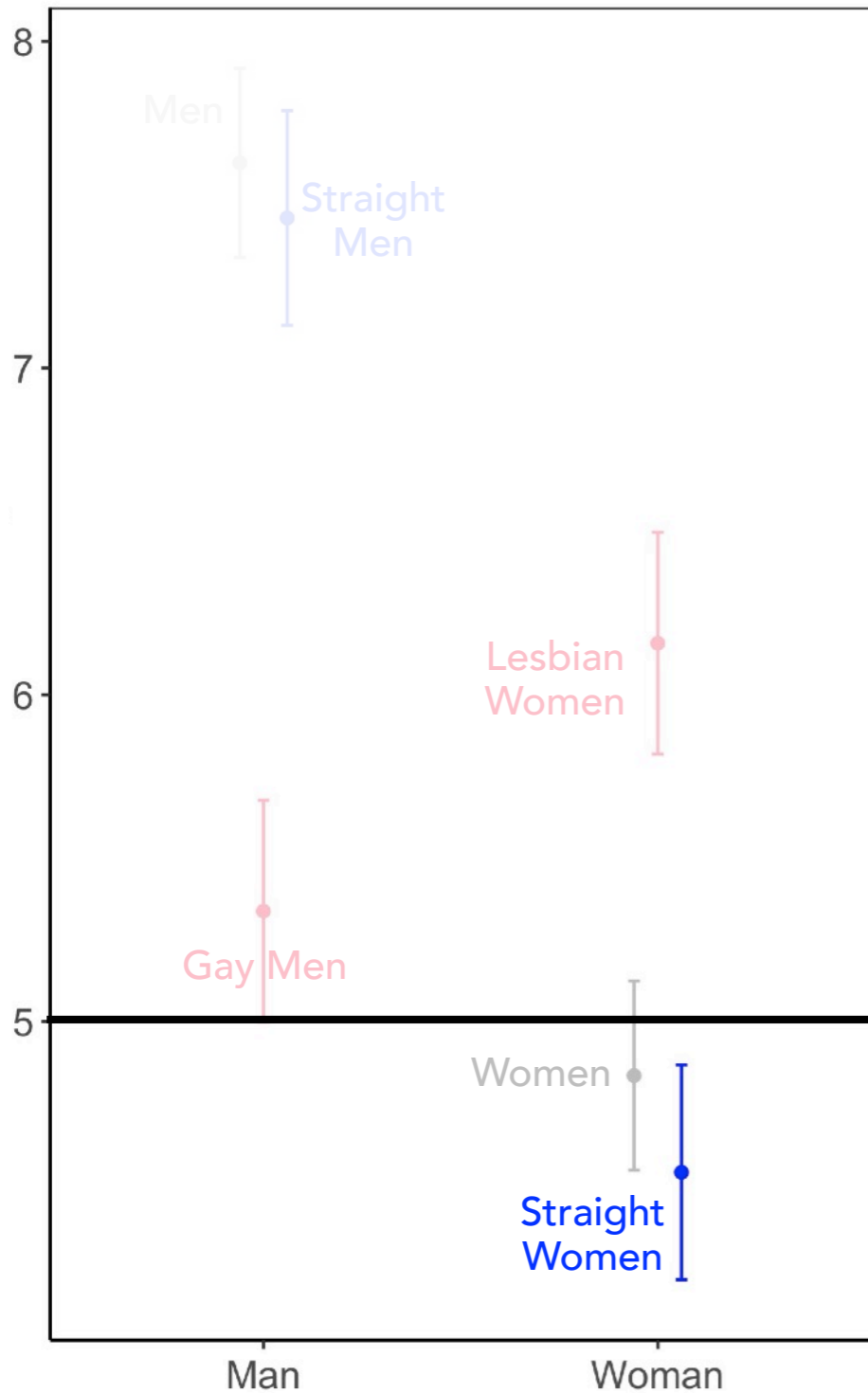
- ### Race
- Control
  - White
  - Black
  - Asian
  - Latino
  - Middle Eastern



# INTERSECTIONALITY

## Desired Assertiveness

1-9 scale  
Extremely Undesirable -  
Extremely Desirable



Study 1: 309 Participants. Study 2: 619 Participants

Hudson & Ghani, 2023

# INTERSECTIONALITY & CONTEXT

BOTH WHO & WHERE WE ARE MATTER

**PROVE IT  
AGAIN**

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Potential  
versus  
Achievement

**THE  
TIGHTROPE**

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Conflicting  
norms and  
expectations

**MATERNAL  
WALL**

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Penalties of  
motherhood

# INTERSECTIONALITY & CONTEXT

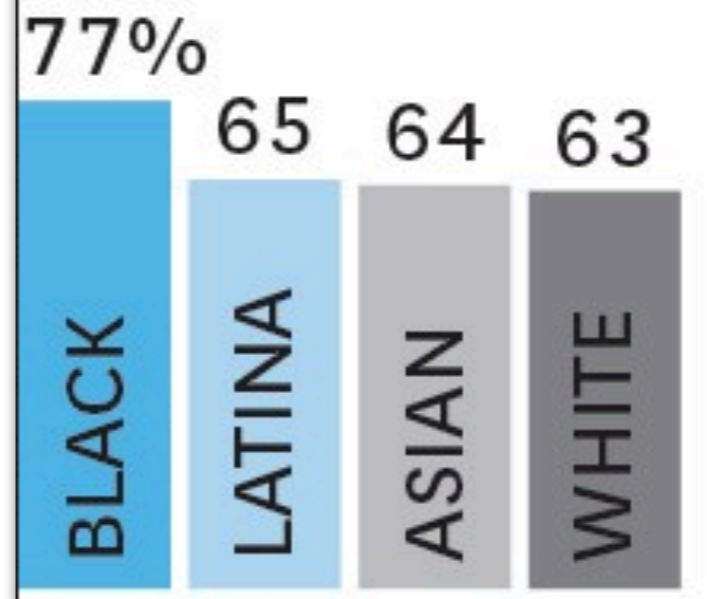
BOTH WHO & WHERE WE ARE MATTER

## Skill versus Luck

**PROVE IT  
AGAIN**

**Potential  
versus  
Achievement**

having to provide more evidence of competence than others to prove themselves.



# INTERSECTIONALITY & CONTEXT

BOTH WHO & WHERE WE ARE MATTER


## THE TIGHTROPE

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Conflicting  
norms and  
expectations

### THE TIGHTROPE

WALKING THE TIGHTROPE



“To get ahead here, you have to be so aggressive. But if women are too aggressive they’re ostracized...and if they’re not aggressive enough they have to do twice the work.”

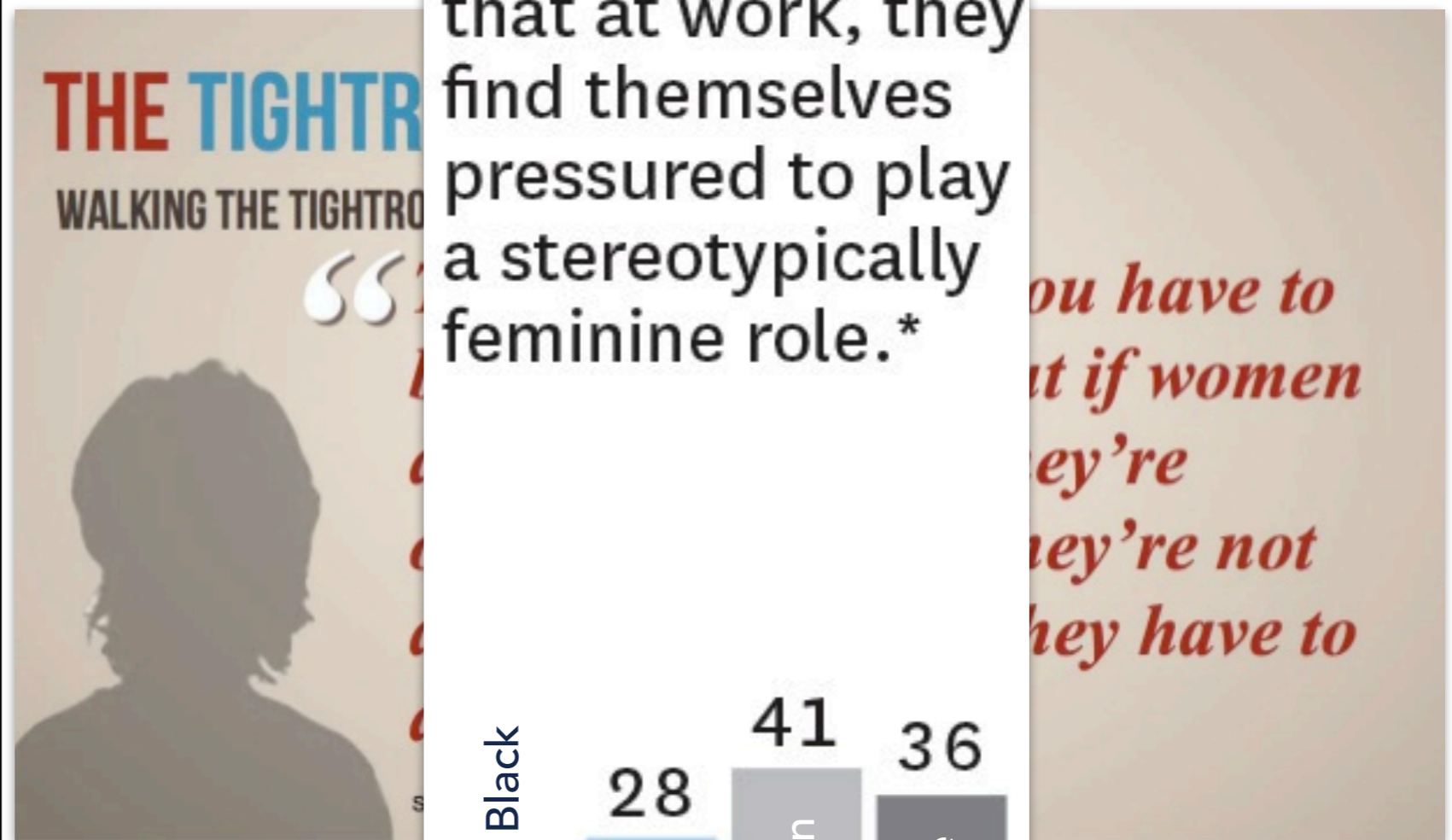
Source: (Nadis, 1999, p. 361)

# INTERSECTIONALITY & CONTEXT

BOTH WHO & WHERE WE ARE MATTER

## THE TIGHTROPE

Conflicting  
norms and  
expectations





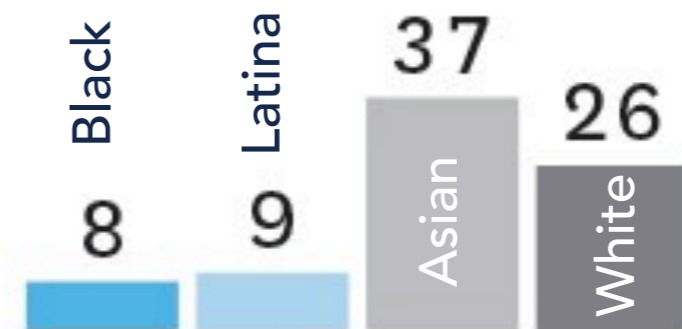
# INTERSECTIONALITY & CONTEXT

BOTH WHO & WHERE WE ARE MATTER

## MATERNAL WALL

Penalties of  
motherhood

that colleagues  
have suggested  
they should work  
fewer hours after  
having children.



# WHAT DO WE DO?

## BEST PRACTICES

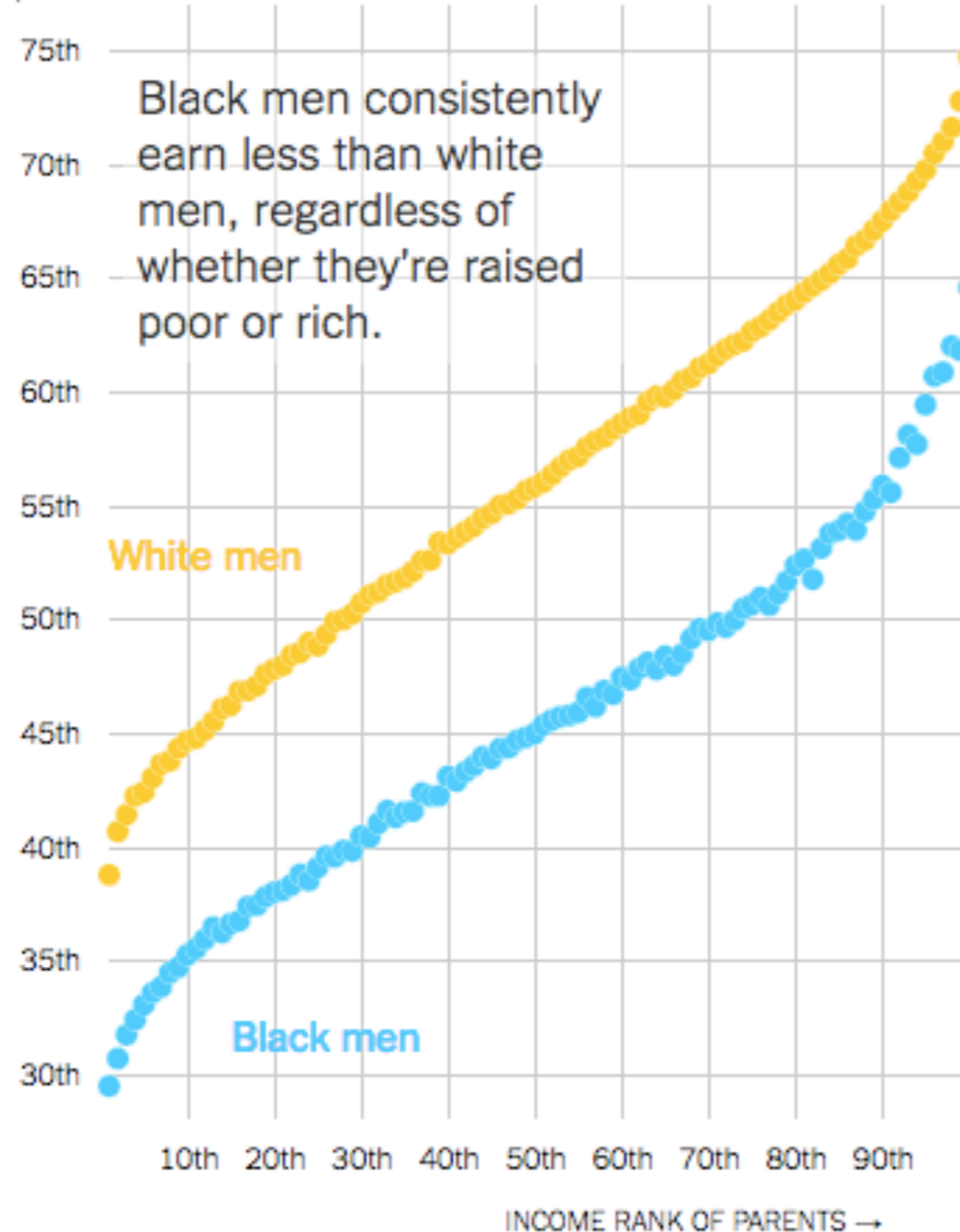
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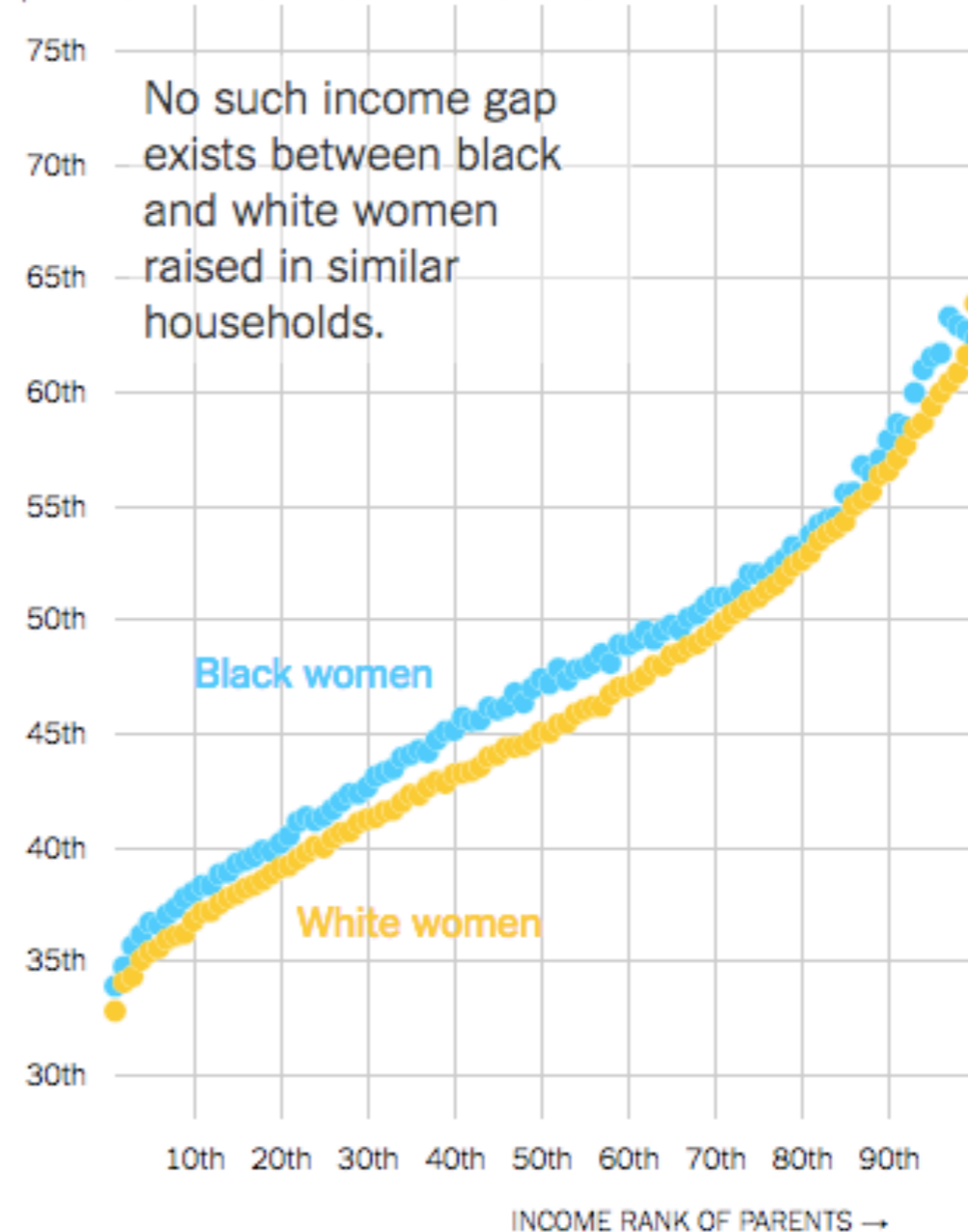
## COMPLICATING BEST PRACTICES

Identify group disparities with **data**

↑ AVERAGE INDIVIDUAL INCOME RANK OF KIDS



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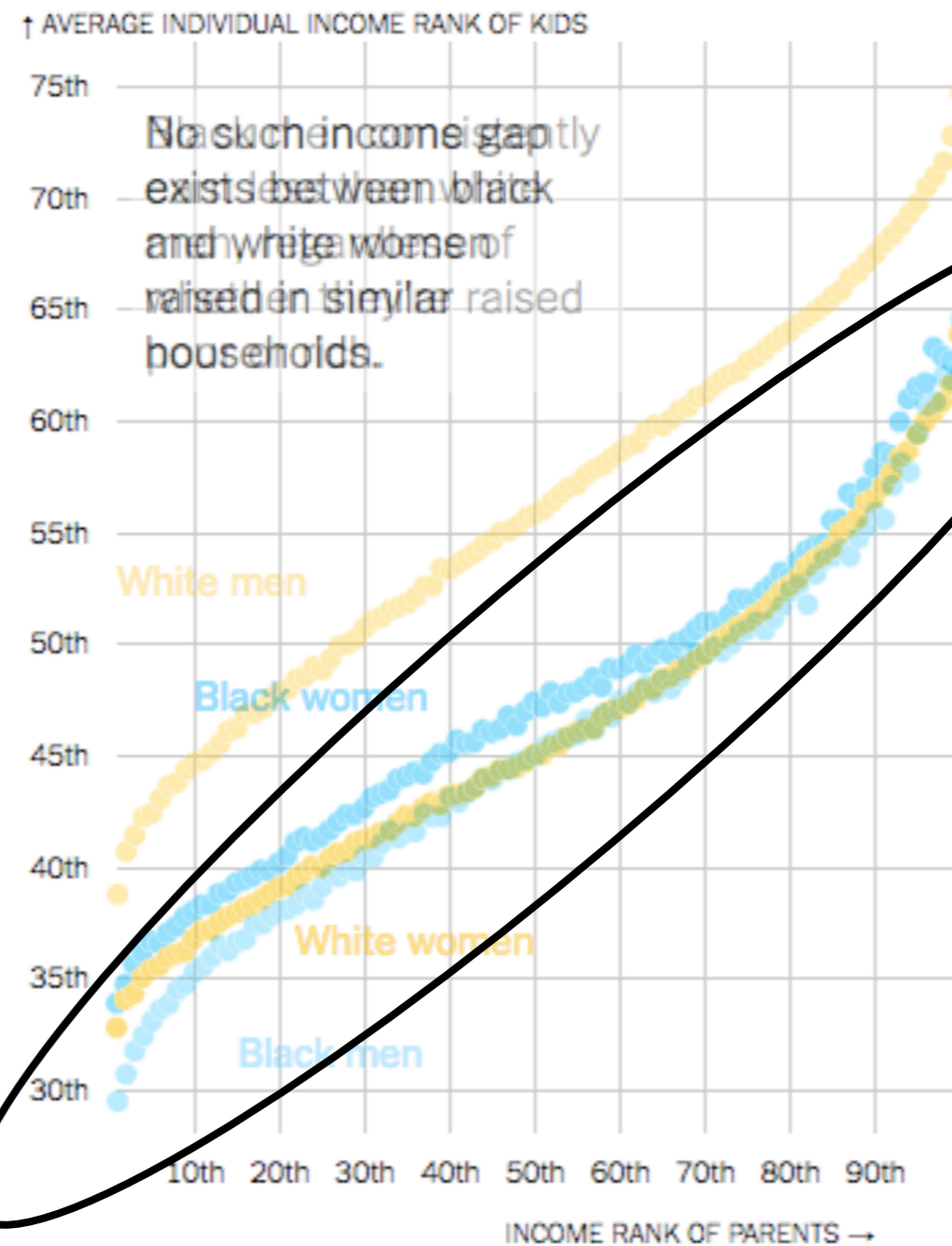
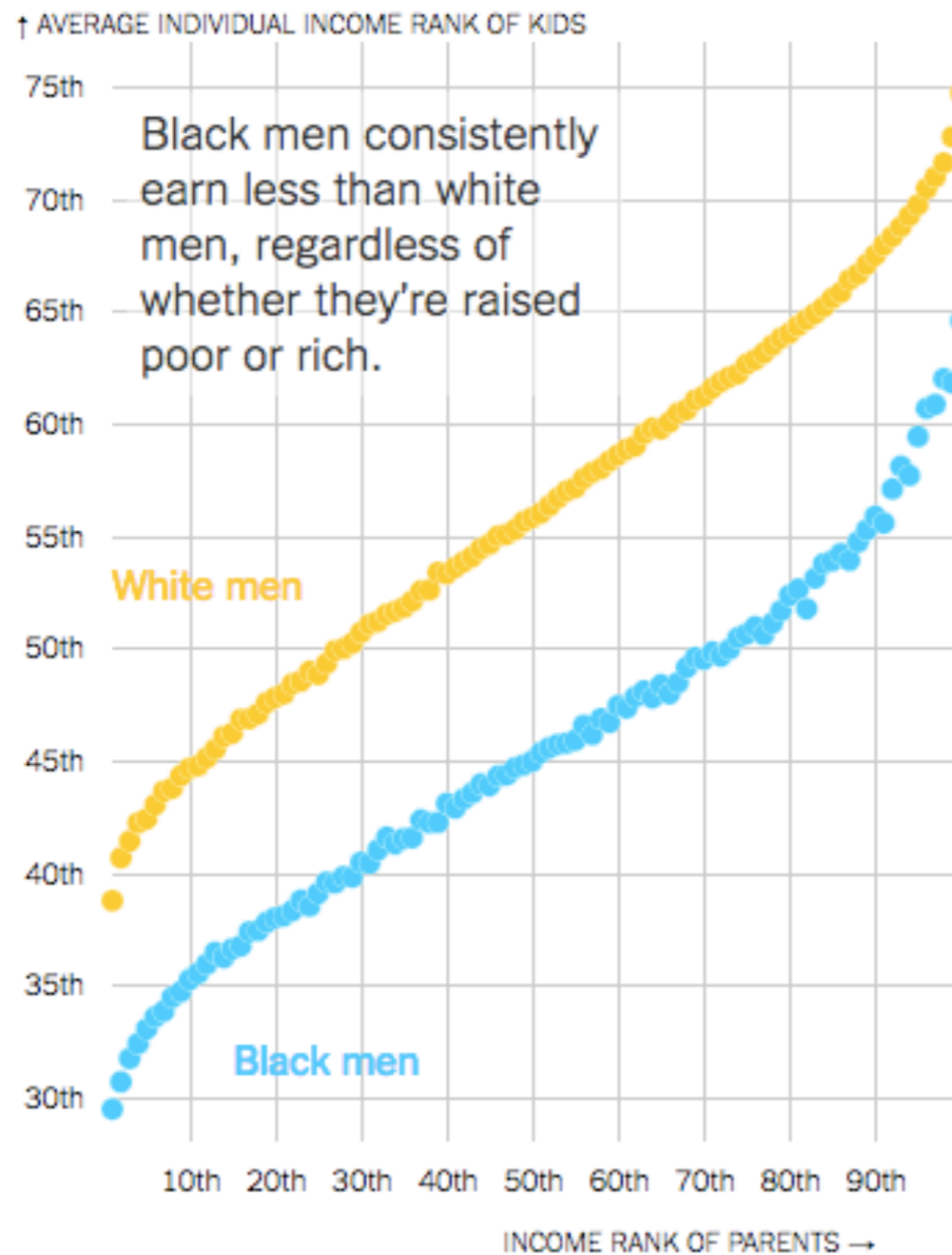




# WHAT DO WE DO?

## COMPLICATING BEST PRACTICES

Identify group disparities with **data**



# TAKEAWAYS

**People are complex. We should not assume that people's experiences within a group are aligned because they share an identity.**

**Solutions to solve DEIB problems must take intersectional perspectives, otherwise we will be unintentionally excluding large swaths of people from our solutions.**

# Thank You For Your Time



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