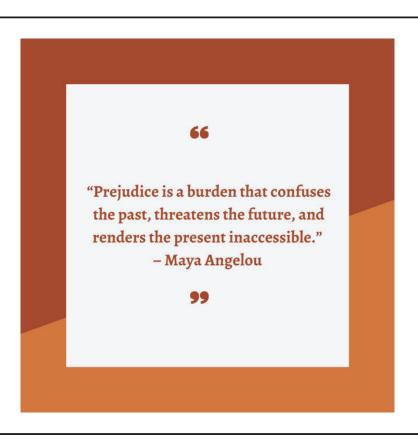
# Diversity and Inclusion Issues for Small Businesses

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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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First appeared as part of the conference materials for the 2022 First Friday Ethics (November 2022) session "Diversity and Equity Issues for Small Businesses (Replay)"