



Australian Government
Australian Sports Commission

Roadmap:
An **all inclusive** approach to
governance and leadership
in Australian sport





ADDITIONAL RESOURCES

Videos on Intersectionality

Title	Description	Link
The Future of Inclusion and Intersectionality in Australian Sports	Representatives from Australian community groups, and sports organisations discuss the importance of intersectionality in sports and the role of sports organisations in promoting inclusion.	Watch Think Sport
Intersectionality 101 Teaching Tolerance	Short 3 minute video introducing the basics of Intersectionality	https://youtu.be/w6dnj2IyYjE

Intersectionality Canadian Women and Sport	To ensure that all women and girls can enjoy the many benefits of sport in an environment that is inclusive and safe, sport leaders need to look beyond gender to identify and dismantle barriers that can arise from overlapping forms of discrimination.	https://youtu.be/Pkt5dbVzQjs
A Peoples Journey: African American Women and the Struggle for Equality NMAAHC	Learn how early freedom fighters fought against multiple oppressions. Kimberlé Crenshaw	https://youtu.be/X5H80Nhmn20

	explains how the intersections of these oppressions manifest today in the term she coined, “intersectionality.”	
Intersectionality in Practice Dr. Ashlee Christoffersen University of Edinburgh	Short video explaining in Intersectionality and practice and how this differs from diversity initiatives	Videos – Intersectionality in Practice (ed.ac.uk)
Kimberlé Crenshaw: What is Intersectionality? National	Kimberlé Crenshaw, talks about intersectional theory, the study of	https://youtu.be/ViDtnfQ9FHc

Association of Independent Schools (NAIS)	how overlapping or intersecting social identities—and particularly minority identities—relate to systems and structures of discrimination.	
What is Intersectionality and Why is it Important? ADP	Learn about Intersectionality and how it affects all of us, both in our work and personal lives.	https://youtu.be/3qhadch9oDo
What is intersectionality? Professor Peter Hopkins, Newcastle University	Short pictorial explanation of Intersectionality.	https://youtu.be/O1isIM0ytkE



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Videos on Intersectionality

What is Intersectionality? Queer 10, The Advocate	The Advocate's Ashley Jiang tells us the intricacies of intersectionality.	https://youtu.be/EXJ4Dbdm1ks
What is Intersectionality? Intersectional Analysis Explained in Five Minutes Armchair Academics	This brief video covers intersectionality as a theoretical method and analytical perspective in the social sciences. This video is an excerpt from our two-part series "The Ten Most Important Theories in Social Science".	https://youtu.be/tJcPnC_Jcg4

The urgency of intersectionality Kimberlé Crenshaw TED Women 2016	Now more than ever, it's important to look boldly at the reality of race and gender bias -- and understand how the two can combine to create even more harm. Kimberlé Crenshaw uses the term "intersectionality" to describe this phenomenon. In this moving talk, she calls on us to bear witness to this reality and speak up for victims of prejudice.	<u>Kimberlé Crenshaw: The urgency of intersectionality TED Talk</u>
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ADDITIONAL RESOURCES

Articles on Intersectionality

Looking Back to Look Forward: Exploring Crenshaw's Political, Structural, and Representational Intersectionality in Sport

Anders, A., De Vita, J., Fisher, L., Corr, C.

Culture Studies, November 2023

[\(PDF\) Looking Back to Look Forward: Exploring Crenshaw's Political, Structural, and Representational Intersectionality in Sport \(researchgate.net\)](#)

Operationalization of intersectionality in physical activity and sport research: A systematic scoping review

Heejun Lim et al SSM - Population Health Issue 14, 2021

[Operationalization of intersectionality in physical activity and sport research: A systematic scoping review - ScienceDirect](#)

The Sport Intersectional Model of Power (SIMP) as a tool for understanding intersectionality in sport governance and leadership

By Simpkins, E., et al In book: Gender Equity in UK Sport Leadership and Governance (pp.37-50)

Emerald Publishing 2022

[\(PDF\) The Sport Intersectional Model of Power \(SIMP\) as a tool for understanding intersectionality in sport governance and leadership \(researchgate.net\)](#)

Intersectionality and Privilege

University of Edinburgh

[Intersectionality and Privilege | Equality, Diversity and Inclusion \(ed.ac.uk\)](#)

An Intersectional Approach to Inclusion at Work

Ludmila N. Praslova - Harvard Business Review June 2022

[An Intersectional Approach to Inclusion at Work \(hbr.org\)](#)

What is intersectionality?

The Conversation

November 3, 2023

[What is intersectionality? A scholar of organizational behavior explains. \(theconversation.com\)](#)

It's not all about gender or ethnicity: a blind spot in diversity programs is holding equality back

The Conversation

January 24, 2023

[It's not all about gender or ethnicity: a blind spot in diversity programs is holding equality back \(theconversation.com\)](#)

Six misunderstood concepts about diversity in the workplace and why they matter

The Conversation

May 4, 2022

[Six misunderstood concepts about diversity in the workplace and why they matter \(theconversation.com\)](#)

Transgender people of color face unique challenges as gender discrimination and racism intersect

The Conversation

April 1, 2022

[Transgender people of color face unique challenges as gender discrimination and racism intersect \(theconversation.com\)](https://theconversation.com/transgender-people-of-color-face-unique-challenges-as-gender-discrimination-and-racism-intersect-148484)

How the language we use entrenches inequalities

The Conversation

October 9, 2019

[How the language we use entrenches inequalities \(theconversation.com\)](https://theconversation.com/how-the-language-we-use-entrenches-inequalities-142484)

What is intersectionality? All of who I am

The Conversation

March 8, 2019

[What is intersectionality? All of who I am \(theconversation.com\)](https://theconversation.com/what-is-intersectionality-all-of-who-i-am-138484)

Explainer: what does 'intersectionality' mean?

The Conversation

February 26, 2019

[Explainer: what does 'intersectionality' mean? \(theconversation.com\)](https://theconversation.com/explainer-what-does-intersectionality-mean-135484)

Intersectionality: how gender interacts with other social identities to shape bias

The Conversation

February 4, 2016

[Intersectionality: how gender interacts with other social identities to shape bias \(theconversation.com\)](https://theconversation.com/intersectionality-how-gender-interacts-with-other-social-identities-to-shape-bias-124484)

Intersectionality: what is it and why it matters

University of British Columbia

March 8, 2021

[Intersectionality: what is it and why it matters | VPFO | UBC](https://vpfo.ubc.ca/intersectionality-what-is-it-and-why-it-matters/)

Using intersectionality to understand structural inequality in Scotland: evidence synthesis

Scottish Government

March 2022

[What is meant by the concept of 'intersectionality'? - Using intersectionality to understand structural inequality in Scotland: evidence synthesis - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2022/03/Using-intersectionality-to-understand-structural-inequality-in-Scotland-evidence-synthesis.pdf)

What is intersectionality, and what does it have to do with me?

YW Boston

March 29, 2017

[What is intersectionality, and what does it have to do with me? | YW Boston](https://www.ywboston.org/what-is-intersectionality-and-what-does-it-have-to-do-with-me/)

What Is Intersectionality and Why Is It Important?

Anne Sisson Runya, AAUP

November-December 2018: Gender on Campus

[What Is Intersectionality and Why Is It Important? | AAUP](https://www.aaup.org/what-is-intersectionality-and-why-is-it-important/)



ADDITIONAL RESOURCES

Books on Intersectionality

Intersectionality (Key Concepts) 2nd Edition
by Patricia Hill Collins and Sirma Bilge
Polity Press 2020

Intersectionality as Critical Social Theory
By Patricia Hill Collins
Duke University Press 2019

On Intersectionality: Essential Writings
by Kimberlé Crenshaw
The New Press, 2019

Women, Race & Class
By Angela Y. Davis
Penguin Classics 2019

Ain't I a Woman: Black Women and Feminism
by bell hooks
Pluto Press, 1987

Race, Class, Gender: Intersections and Inequalities
By Margaret L. Andersen and Patricia H. Collins
Cengage Learning, 2020

Podcasts on Intersectionality

Intersectionality Matters! African American Policy Forum
Intersectionality Matters! is a podcast hosted by Kimberlé Crenshaw, an American civil rights advocate and a leading scholar of critical race theory.
[Intersectionality Matters! on Apple Podcasts](#)

Podcast: What Is Intersectionality And Why Do We Need It?
We dive into the meaning of intersectionality, it's various contours and how it is impossible to talk about feminism without acknowledging the intersections within it.
<https://feminisminindia.com/2020/10/01/podcast-intersectionality-meaning/>

Doing Intersectionality Resources

Guidance Note on Intersectionality, Racial Discrimination & Protection Of Minorities
The United Nations Network on Racial Discrimination and Protection of Minorities

[GuidanceNoteonIntersectionality.pdf \(ohchr.org\)](#)

This Guidance Note was prepared by the United Nations Network on Racial Discrimination and Protection of Minorities to support those involved in United Nations efforts to end discrimination, inequality and exclusion. The Note seeks to encourage an intersectionality perspective in the context of policy development, programming and project implementation as a means of strengthening the United Nations system's efforts to eliminate racial discrimination and strengthen the protection of minorities. The Note provides a summary of the concept of intersectionality and its grounding in the principle of equality and non-discrimination and, more broadly, international human rights. It presents examples of the ways in which United Nations agencies have prioritized an intersectionality perspective in their work and makes a series of recommendations for practitioners





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ausport.gov.au



Leverrier Street Bruce ACT 2617
PO Box 176 Belconnen ACT 2616
+61 2 6214 1111