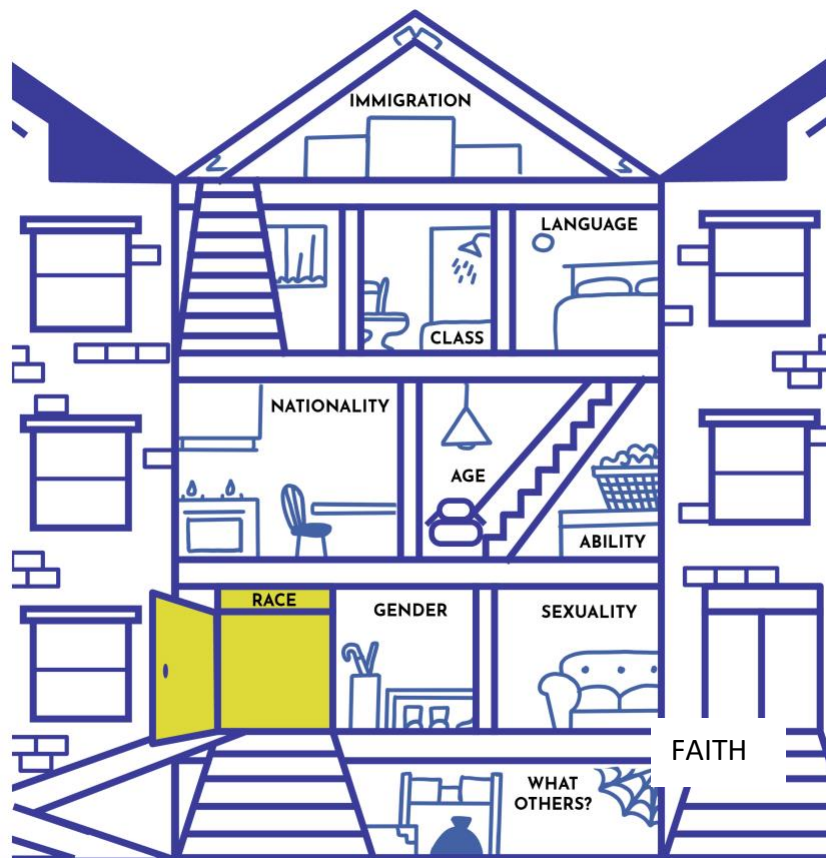


Team Dynamics' House of Intersectionality is a tool that **helps focus** on the elements of our identities that are currently ***the differences making the difference*** in the United States of America and its colonies. Bias, discrimination, harassment, and violence based on aspects of identity are both predictable and pervasive. Each of us is a multiplicity of identities. Team Dynamics uses the house graphic to illustrate how individuals, teams and while organizations can approach intersectionality through purposeful self-reflection. We invite you to make your way through each room of the house, taking time to reflect on all the ways that your experiences of identity (ways you are treated, assumptions you make, cultural behaviors you have learned, expectations you have) have shaped your lived experience.



We focus on these particular rooms on purpose. **Gaps and disparities** related to our physical, emotional, and financial safety, health, and well-being are rooted in disparate treatment of whole kinds of people. Research shows that these disparities happen at all four levels of interaction: personal, interpersonal, institutional, structural → that is why the experiences are so widespread.

You must move through the “race door” to enter our house. That is because, currently in the USA, race is the single most significant difference making *the difference* in how people are talked about, treated and experience the systems they interact with daily. Therefore, we define our work as intersectional, **centered in race. Said another way, when we add a race analysis to any other “room” or identity in the house people of color and indigenous people are having worse outcomes than white people across all aspects of identity.**

Questions to Consider → What is the impact of your mix of identities in multiple contexts:

- ◆ **At work**, which three rooms in this house are you conscious of most? Least?
- ◆ **In your neighborhood**, which three rooms in this house are you conscious of most? Least?
- ◆ **When interacting with someone in authority** (for example: the police, a doctor, a teacher), which three rooms in this house are you conscious of most? Least?