

# AUGUST IS INTERSECTIONALITY AWARENESS MONTH

August is Intersectionality Awareness Month—a time to reflect on the reality that no one shows up to work, to care, or to life with just one identity.

Intersectionality is a term introduced in 1989 by legal scholar Dr. Kimberlé Crenshaw. It describes how aspects of a person's identity—race, gender, disability, age, sexual orientation, mental health status, and more—interact and overlap. These intersections shape how people experience the world, including how they're treated, supported, and understood.

We often look at diversity through a single lens. But real inclusion—and effective leadership—requires us to recognize that identities don't exist in silos. They're layered, complex, and deeply impactful.

In healthcare and in the workplace, being able to recognize and respond to intersectional experiences is critical.

When we overlook these intersections, we risk missing what people truly need to feel safe, seen, and supported:

- A Black woman may face different health outcomes than a white woman with the same diagnosis.
- LGBTQ+ patients may delay care due to prior discrimination.
- Employees juggling caregiving, mental health, or chronic conditions may burn out without feeling safe enough to ask for help.

Intersectional awareness helps us:

- Deliver more personalized, equitable care
- Build stronger, higher-performing teams
- Create environments where people feel respected and understood

This month, pause and reflect:

- Who might be missing when we focus on “one size fits all”?
- What stories or needs might we be overlooking?
- How can we lead in ways that consider the full person—not just the parts we immediately see?

Intersectionality Awareness Month isn't a box to check. It's a reminder to slow down, look closer, and lead with more clarity and care—so we can build workplaces where everyone has a real chance to thrive. Awareness is just the starting point.

What we do with it is what matters.

YOUBELONG@PREMISEHEALTH

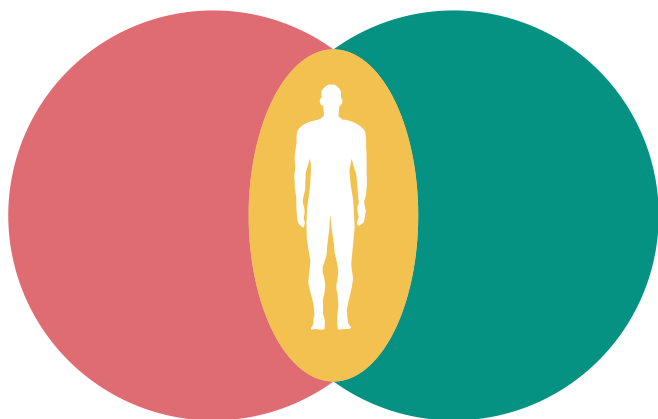
Premise Health.

Have you explored  
the You Belong  
page lately?  
You should!

There's never been a better time than now to join a Team Member Resource Group! Complete [this form](#) and join us for the fun, connection, and community.

Don't forget about the previous editions of The Gateway Series to cover as many experiences across identity as we can together.





# READ

Intersectionality Bundle

Reading List

Intersectionality in the LGBTQ Community

The Key to End Workplace Inequality

WATCH: How to Make Workplaces Safer

**Spend some time exploring these resources on your own, within your work groups, and even with your families!**

# EXPLORE

WATCH: What is Intersectionality?

WATCH: The Urgency of Intersectionality

WATCH: Women & Intersectionality

Team Member Resource Groups



# FAMILY RESOURCES

Teaching Kids about Intersectionality

Intersectionality is Like a Puzzle

Facts for Kids



**Intersectionality Awareness Month invites all of us to:**

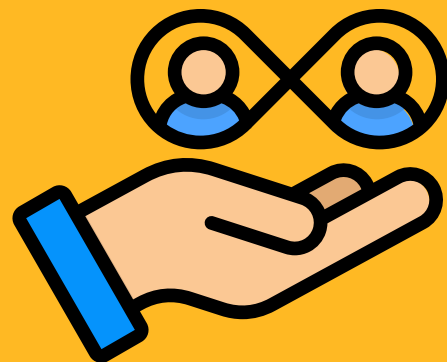
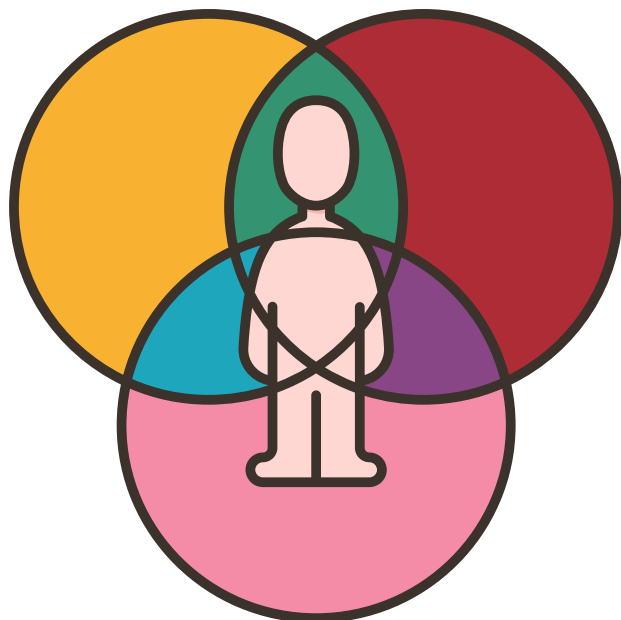
**Recognize that no one navigates life—or the workplace—with just one identity.**

**Understand that race, gender, disability, age, sexual orientation, and other factors don't exist in silos—they overlap and influence how people experience opportunity, inclusion, and care.**

**Stay curious about perspectives that differ from our own, especially when they reveal gaps we might not have noticed.**

**Consider how our decisions, policies, and assumptions impact people differently based on where their identities intersect.**

**Lead with empathy, not just intention—because equity requires effort, not just awareness.**



## Reflect

Now spend some time thinking and talking on your own and together as we reflect together on this month's topic.



## What does intersectionality look like in action?

- When I make decisions—who benefits most, and who might be unintentionally overlooked?
- Do I pause long enough to hear perspectives shaped by more than one identity?
- How often do I assume my experience is the standard- and what might I be missing when I do?
- Am I willing to re-examine systems, policies, or traditions that weren't designed for everyone?
- What signals do I send—intentionally or not—about who truly “belongs” on my team or in my space?
- Do I create space for people to show up fully—or do I reward sameness and comfort?
- When inclusion feels inconvenient or uncomfortable—do I lean in, or quietly step back?



At its core, Intersectionality Awareness Month invites us to lead with more awareness, ask better questions, and see the full picture- not just the parts that are familiar.

Because that's where real growth begins- for individuals, for teams, and for organizations that want to *thrive*.

## Respond

Now let's turn those good intentions into impacts! Spend some time engaging this month's challenges to put our learning into practice and feel free to create your own.

We would love to hear about the awesome work you're doing.  
Email us at  
[YouBelong@PremiseHealth.com](mailto:YouBelong@PremiseHealth.com)

