

## **WID's Definition of Intersectionality**

WID defines intersectionality as the interconnected nature of social categorizations, such as race, class, disability, national origin, gender, gender identity and sexual orientation as they apply to a given individual or group. This phenomenon is socially constructed and creates oppression and stereotyping of people who experience this layered form of identity; additionally, it generates overlapping and interdependent systems of discrimination, disadvantage and exclusion from rights and resources.

Intersectionality calls for WID to re-examine how its policies, procedures and programs serve people with disabilities, particularly those living at multiple intersections of marginalization. Intersectionality guides a critical, holistic approach of examining how different forms of marginalization and power impact a given population. An intersectional disability policy framework prioritizes social, political and economic issues that impact the most marginalized people with disabilities; policy issues where ableism, along with racism, transphobia, xenophobia, etc. are compounded - creating social, economic and political issues that can only be effectively approached through an intersectional lens.

*Disclaimer: The definition above is not net-new and does not solely belong to the World Institute on Disability (WID). It has been built by WID's Intersectionality Task Force, WID's staff and board members, and myriad other sources, including print-based and web-based sources. For specific questions about WID's sources, email [info@wid.org](mailto:info@wid.org).*

