

# *The Intersectionality of Race, Gender, and Class and the Impact on Health Care*

---

**Presented by:**

**The Rev. Tommie Watkins, Jr., Ph.D., M.Div., L.M.S.W.**

*General Manager*  
**The Watkins Group, LLC**  
[www.twgllc.biz](http://www.twgllc.biz)  
**(305) 785-5111**

---

# Objectives



To define terms of intersectionality, racism, genderism, and classism



To present the historical and current trends that define race, gender, and class



To discuss the intersectional impact of these social terms on healthcare professionals



Provide ways to improve cultural competence and cultural sensitivity addressing the intersectional components of race, gender, and classism.

# Background

*Institution of Slavery, Racism, and Classism*

[https://www.youtube.com/watch?v=r4e\\_djVSag4](https://www.youtube.com/watch?v=r4e_djVSag4)

*Invention of Whiteness*

<https://immigrationhistory.org/item/1790-nationality-act/>

*Whiteness and Wealth, Blackness and Poverty*

<https://www.youtube.com/watch?v=4t7LXo7WD6k>

*Effects of classism and racism*

[https://www.youtube.com/watch?v=YrHIQIO\\_bdQ](https://www.youtube.com/watch?v=YrHIQIO_bdQ)



# Structural racism

---

- Structural racism is the normalization of an array of dynamics — historical, cultural, institutional and interpersonal — that routinely advantage white people while producing cumulative and chronic adverse outcomes for People of Color and American Indians/Indigenous Americans.
  - <https://www.racialequitytools.org/glossary>
-



# Prejudice

---

- Attitude of judging and/or disliking groups and individuals based on myths and misconceptions
-

# Discrimination

---

- Actions of treating people differently based on their membership in a group; usually involves denial of something
-

# Oppression

---

- Systematic and pervasive mistreatment of people based on their membership in a certain group
-



# Institutional discrimination

---

- Discrimination built into the norms and institutions of society and enforced by those in power
-

# RACISM

---

- Belief or doctrine that inherent differences among various human races determine cultural or individual achievement, usually involving the idea that one's own race is superior; policy or system of government based on such a doctrine

- Webster's College Dictionary
-

# ETHNOCENTRISM

---

- Belief in the inherent superiority of one's own ethnic group or culture

- Webster's College Dictionary
-

# SEXISM

---

- Discrimination or prejudice based on a person's sex, especially discrimination against women

- Webster's College Dictionary
-

# HOMOPHOBIA

---

□ Unreasoning fear of or antipathy toward homosexuals and homosexuality

□ Webster's College Dictionary

---

# CLASSISM

---

- Biased or discriminatory attitude based on distinctions made between social or economic classes

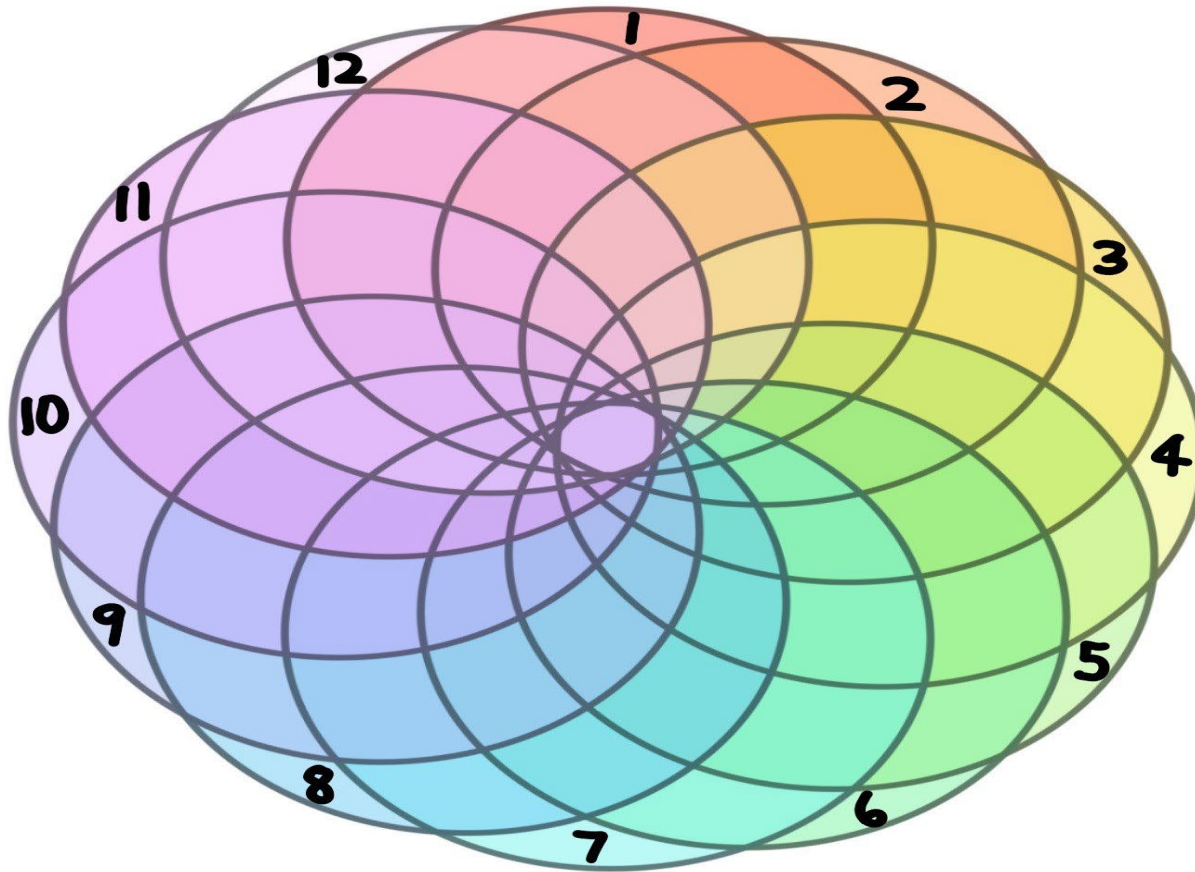
- Webster's College Dictionary
-

# Intersectionality

---

- The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.
- "through an awareness of intersectionality, we can better acknowledge and ground the differences among us"

# INTERSECTIONALITY

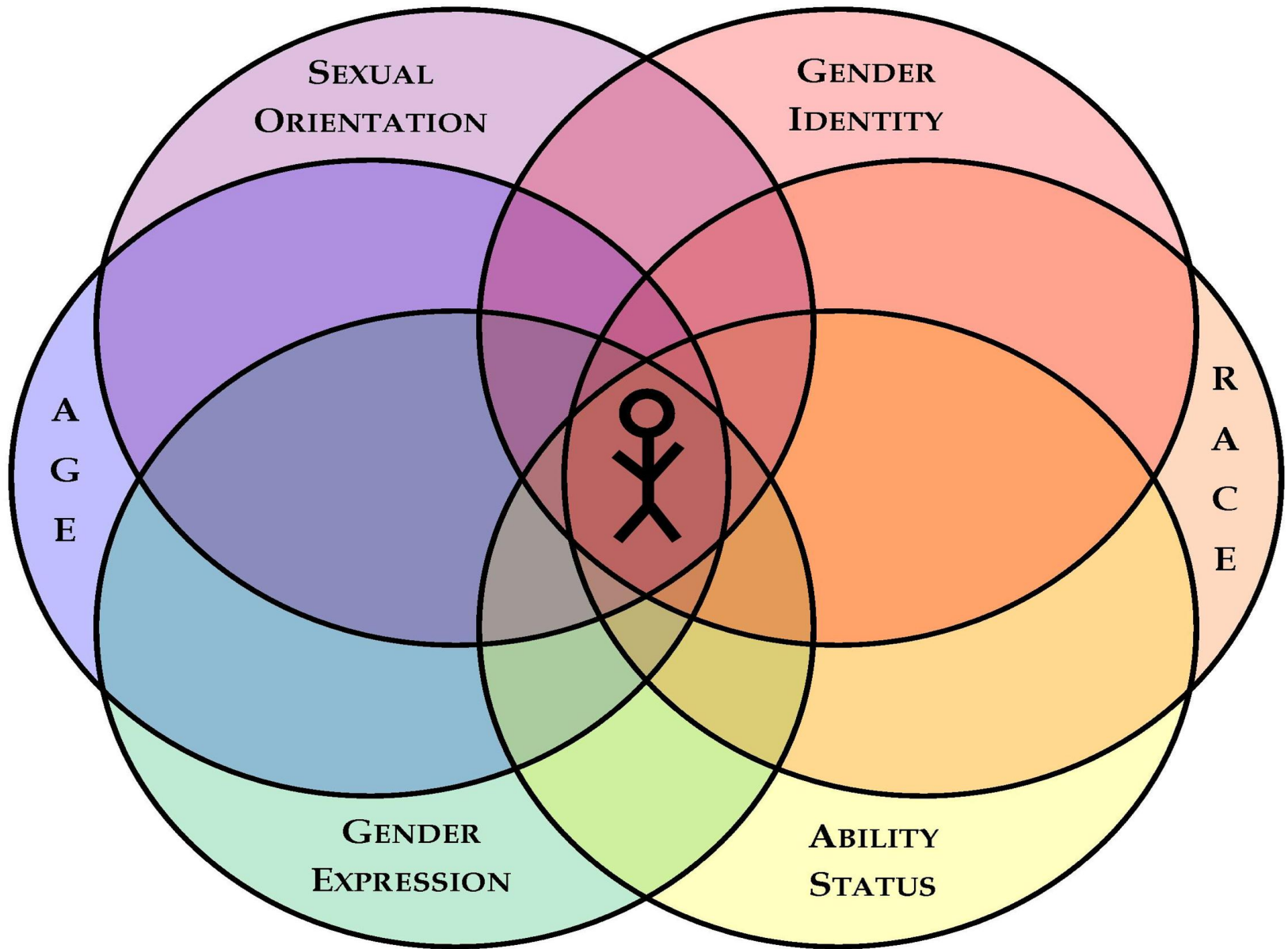


- 1 Race
  - 2 Ethnicity
  - 3 Gender identity
  - 4 Class
  - 5 Language
  - 6 Religion
  - 7 Ability
  - 8 Sexuality
  - 9 Mental health
  - 10 Age
  - 11 Education
  - 12 Body size
- (...and many more...)

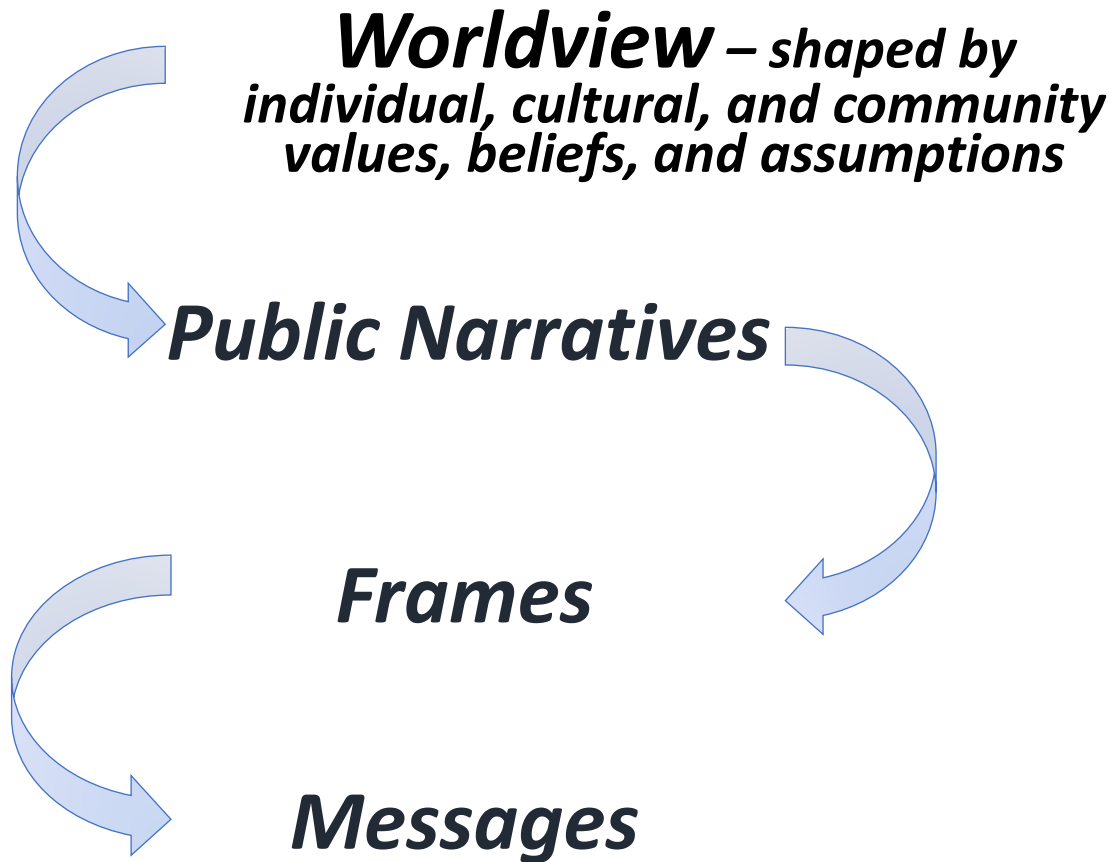
Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

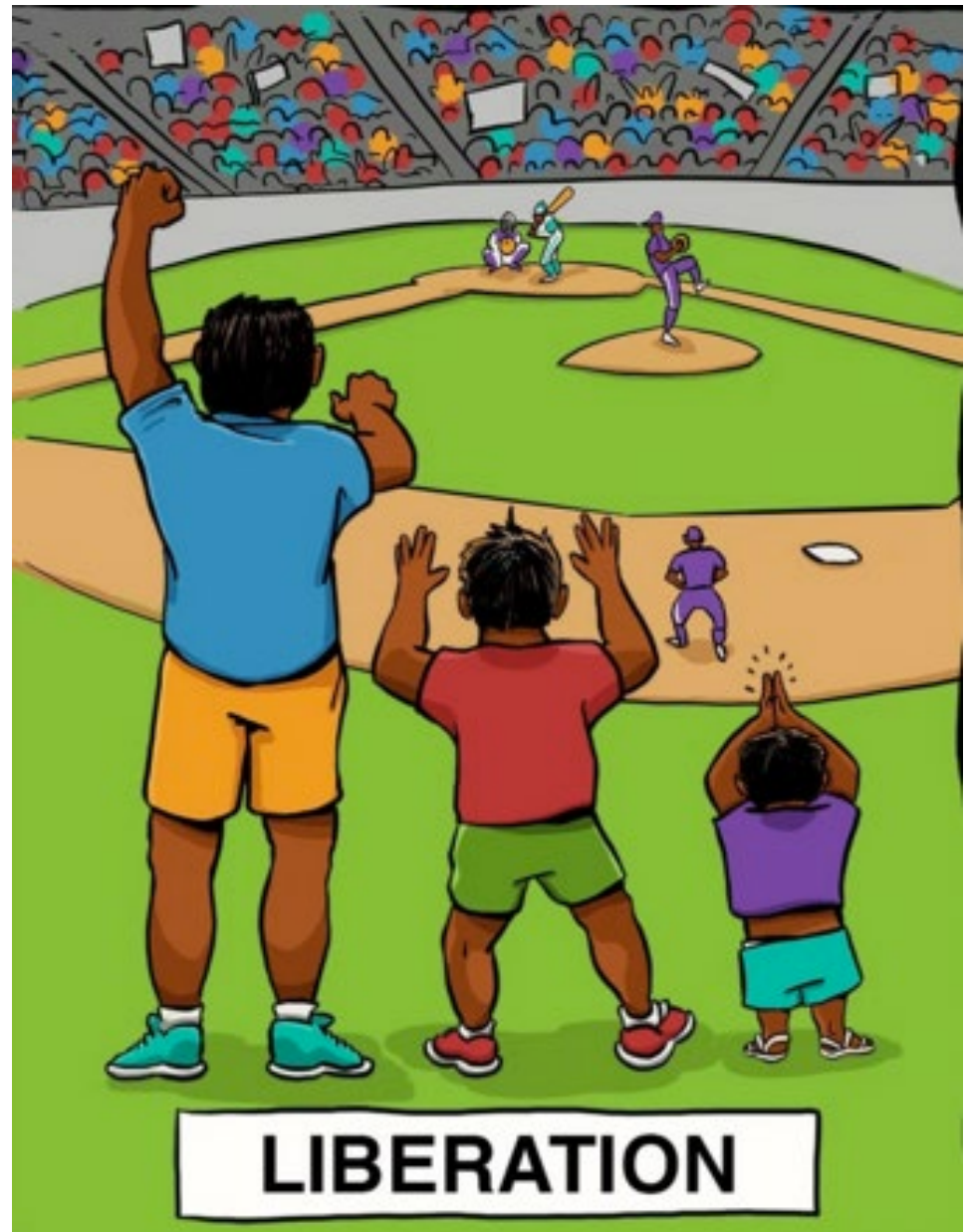




# Opinions and Positions



WHEN THE  
HEART and  
MIND WORK  
TOGETHER  
WE CAN  
ACHIEVE  
JUSTICE



# Questions & Comments

