

INTERSECTIONALITY: MORE THAN ONE IDENTITY MATTERS

YOU DO NOT HAVE TO SPLIT YOURSELF INTO SEPARATE BOXES

Race, ethnicity, disability, gender, sexual orientation, religion, age, class, immigration history, and other identities can interact in ways that shape both stress and strength.

YOUR EXPERIENCES OVERLAP

- A person may face racism and ableism in the same healthcare visit.
- Someone may feel accepted in one community for one identity and excluded for another.
- One experience can have several layers.

DO NOT FORCE ONE EXPLANATION

- Ask which parts of identity or context matter here.
- Consider power, access, safety, family, culture, money, language, disability, and institutional rules.
- More than one factor may be true at once.

STRENGTHS OVERLAP TOO

- Cultural community, disability community, faith, LGBTQ+ community, family, profession, neighborhood, or recovery communities may each offer different strengths.
- You can draw from several sources of belonging.

NOTICE WHERE YOU CAN BE WHOLE

- Where do you have to hide or explain less?
- Who understands multiple parts of your experience?
- Which spaces require so much self-monitoring that they drain you?

ASK FOR RESPONSIVE SUPPORT

- A helper should not reduce every concern to identity, but should also not ignore identity when it matters.
- It is reasonable to ask providers how they work with culture, disability, spirituality, language, gender, or discrimination.

MY WHOLE-PERSON MAP

- Which identities feel central today?
- Which bring strength? Which expose me to barriers?
- What support would make this situation more accessible, safe, or affirming?

You are one whole person. Support should be able to hold complexity without asking you to choose which part of yourself counts.