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Title: **Diversity and Intersectionality: a possible liaison**

Abstract:

Equality and Diversity have been at the center of the EU policy for years. Among the milestones of this process are the passing of the EU anti-discrimination legislation and its implementation in the Member States; the years 2007 and 2008 dedicated respectively to “Equal Opportunities for all” and “Intercultural Dialogue”; the promotion of the Diversity Charters; and the discourse on diversity and gender mainstreaming in business.

Based on the outcomes of a comparative analysis of the existing “Charters of Diversity”, this contribution aims at challenging the binary diversity-gender mainstreaming, by suggesting the integration of intersectionality as an approach that grasps the “relationship between gender, race and other aspects of identity that are sources of systematic discrimination”. The suggestion is that the concept of Diversity should combine a mono-categorical approach (diversity based on merely race/ethnicity, lgbt, disability, religion) with an approach which takes into consideration the intersection between two or more categories. In this way, it is possible to encourage the access to work of those “invisible” within the visible minorities.

The theoretical background on which my contribution rests is the critical race theory and its offspring “intersectionality”.

Keywords: Intersectionality, Diversity Management, Gender, EU Charters of Diversity



A word cloud of terms related to diversity and intersectionality. The words are arranged in a horizontal line and vary in size and color. The most prominent words include: DIFFERENTIATION, DEMOGRAPHIC, GLOBALIZED, PLURI-METHODICAL, RECOGNITION, COMPLEX, NARRATIVE, INTER-DISCIPLINARY, SOCIETIES, IMAGES, MONO-CAUSAL, STUDIES, RIGHTS, CHANGES, IDENTITY, URBAN, MULTIPLE, POPULATION, PHENOMENON, VARIABLES, CULTURE, MINORITIES, WORLD, GOVERNANCE, AWARENESS, CONSTRUCTIONS, LINKED, STRUCTURES, SEGREGATION, COMPLEXITY, DYNAMISM, ORGANIZATIONS, MARKETS, PERSPECTIVES, AGE, GENDER, REALITY, DEFINITION, MULTICULTURALISM, DECADES, BORDER-CROSSING, NEW, INTEREST, MANAGEMENT, GOVERNANCE, and CATEGORIZATION.