

Monash Health IWD 2023

#Embrace Equity – Masterclass

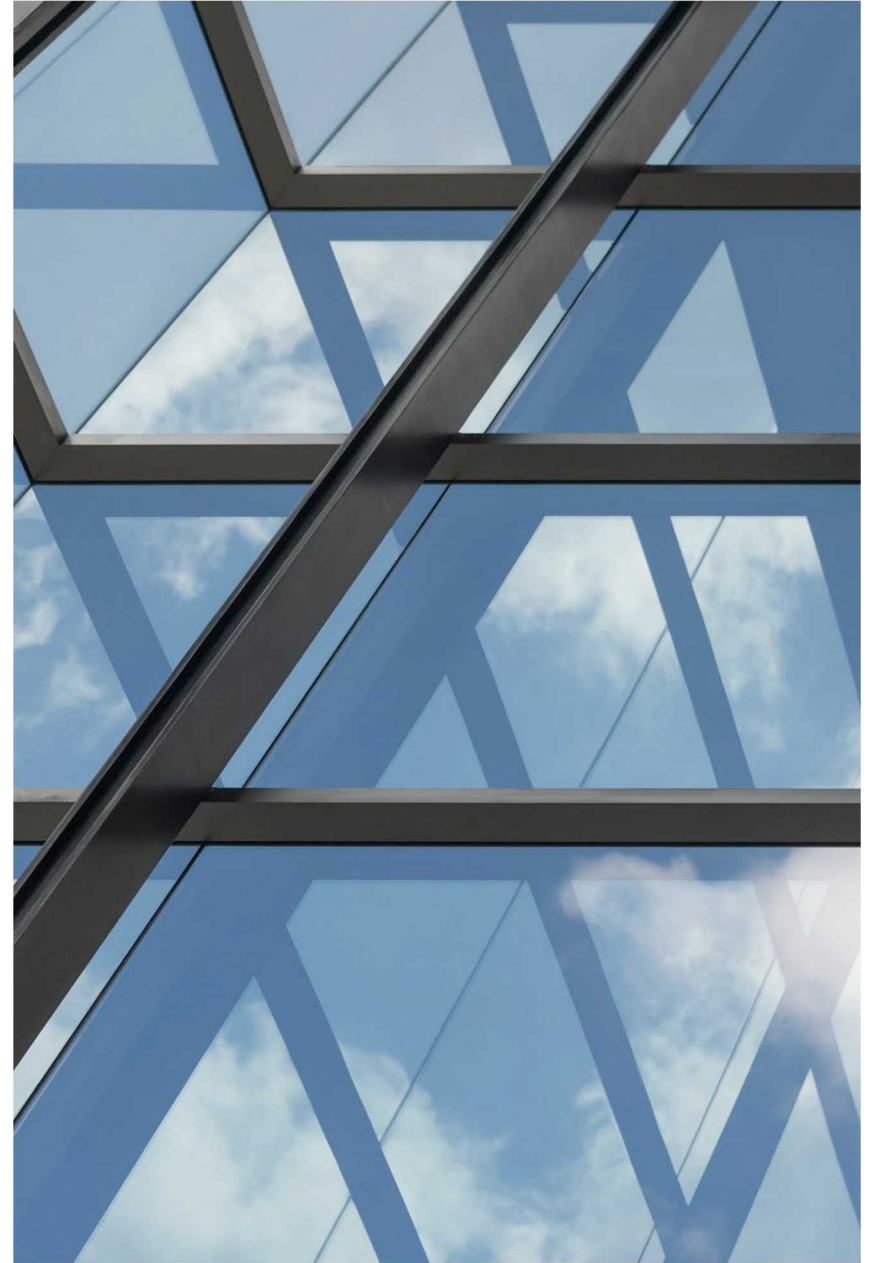
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Reflective questions

Intersectionality and equity



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Intersectionality and equity: Example #1



A couple is visiting the wife's mother in hospital. The wife is a migrant woman with dark skin. The husband is an Anglo-background Australian.

When speaking to the couple about the wife's mother's condition, the doctor keeps eye contact solely with the husband and neglects to make any eye contact with the wife.

Reflect:

- *If the wife had been an Anglo woman, would the doctor have been more likely to make eye contact...?*
- *How to improve equity in this scenario?*

Intersectionality and equity: Example #2



Image by [Michal Jarmoluk](#) from [Pixabay](#)

A researcher is conducting a clinical trial and trying to recruit women. They place advertisements on the organisation's public website, on its intranet, and also rely on word-of-mouth through the organisation's Women's Network.

Reflect:

- *Who is likely to be included and excluded in the clinical trial?*
- *How to improve equity in this scenario?*

Intersectionality and equity: Example #3



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Your co-worker is a woman with a disability. When an opportunity arises to attend a 3-day leadership residential course, your manager does not consider this person for the development course, as the manager assumes your co-worker would not be able to handle it with her disability.

Reflect:

- *Might the opportunity have been offered if your co-worker was an able-bodied woman?*
- *How to improve equity in this scenario?*