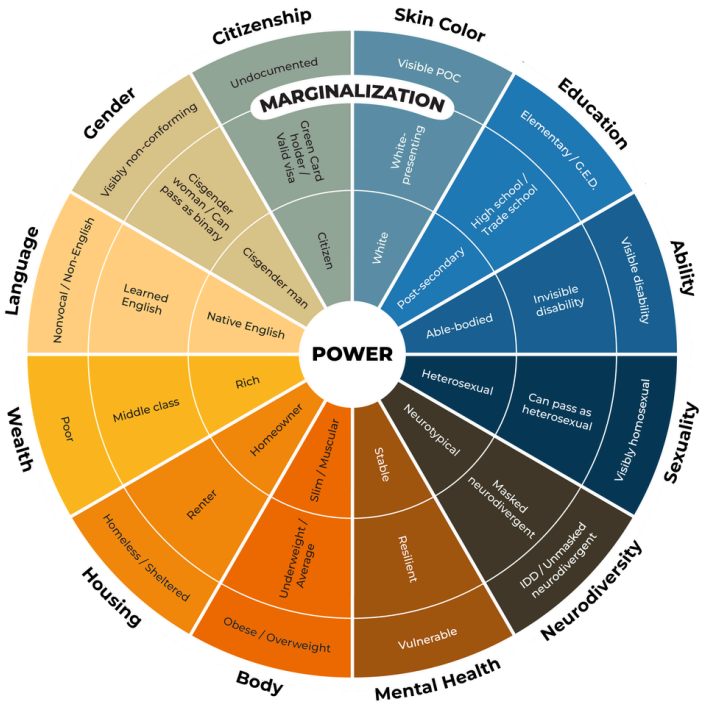
Understanding Intersectionality and Disability

Everyone has multiple identities that shape their experiences. **People with disabilities are more than their disabilities.** They may also identify with racial, cultural, gender, sexual, socioeconomic, or religious minority groups (UMass Office of the President, n.d.). *Intersectionality* is a way of understanding how these overlapping identities shape people's experiences of power, privilege, and discrimination.

Learn more: Watch Keri Gray, founder and CEO of the Keri Gray Group, speak about Disability and Intersectionality.

The Intersectionality Wheel of Power

As Observed in the U.S.



Note. Figure created by Bailey Oleson Adams for the Institute for Disability Research, Policy & Practice. Adapted from works by Sylvia Duckworth (2020) and Tessa Watkins (2022).

> **"There is no such thing as a single-issue struggle, because we do not live single-issue lives."**
>
> — Audre Lorde

Key Takeaway

Disability is only one part of a person's identity. When we respect all of the various parts of someone's life and background, we help to build communities where everyone feels they truly belong.

Without intersectionality, we may overlook important parts of someone's lived experience. It's not enough to address individual forms of oppression separately—each identity overlaps, and these intersections shape how people experience the world. **Reflect on your own intersections of privilege and power** using the Intersectionality Wheel of Power above.

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