INFINITY
INCLUSION & TRANSFORMATION

Infinity Inclusion & Transformation

Everything you need to know before your EDI training session

Inclusive workplaces across the UK



EQUALITY | BELONGING | DIVERSITY | INCLUSION | ACCESSIBILITY | RESPECT

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01 · YOUR SESSION

About your session

Thank you for choosing Infinity Inclusion & Transformation for your in-house Equality, Diversity & Inclusion training. This guide covers everything you need to know about your booked session with us.



QUESTIONS BEFORE THE DAY?

info@infinityitlearning.co.uk

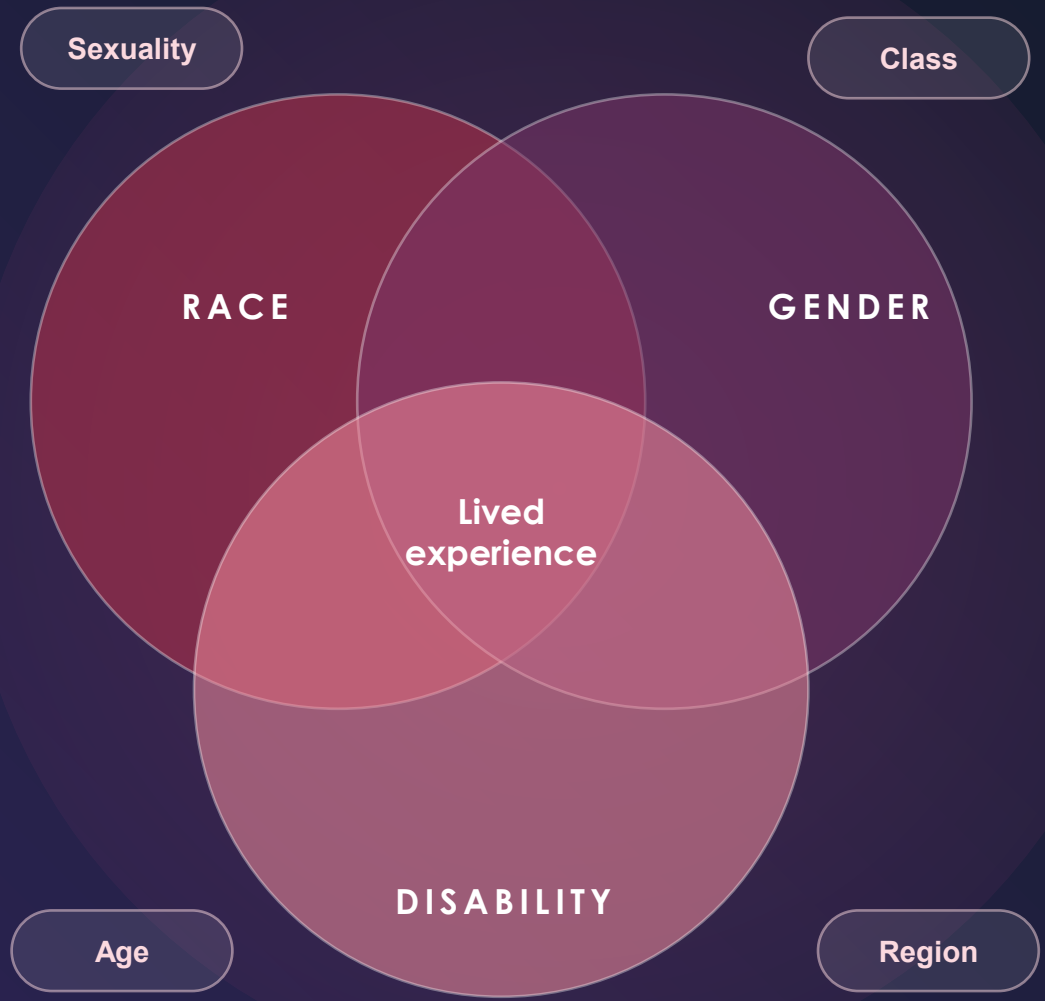
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COURSE OVERVIEW · 2-HOUR SESSION

Intersectionality

People don't experience the world one characteristic at a time.

This session explains intersectionality clearly and shows how considering overlapping identities leads to better policies, services and support.



2 HRS
Interactive session

3 WAYS
Online · face-to-face · in-house

UK-WIDE
Online or at your venue

TAILORED
For in-house groups

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01 · WHERE INTERSECTIONALITY COMES FROM

The case the law couldn't see

TRUE STORY · ST LOUIS, USA, 1976

Emma DeGraffenreid v. General Motors

Emma DeGraffenreid and four other Black women took General Motors to court after losing their jobs.

GM had hired Black workers – mostly men, on the factory floor. It had hired women – mostly white, in the offices. Black women were hired last and laid off first.

The court looked at race and sex separately, refused to combine them – and the claim failed.

1976

The gap

Courts treat race and sex as separate boxes. People at the overlap are invisible.

1989

The name

Lawyer and scholar Kimberlé Crenshaw coins "intersectionality" – harm can come from several directions at once, like traffic at a crossroads.

NOW

The lens

Used worldwide to design fairer law, data, policy, services and support.

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02 · HOW IDENTITIES OVERLAP

Meet Amara: one person, many layers

ILLUSTRATIVE STORY

Amara is a Black, deaf woman in her forties, working for a housing association in Birmingham.

- The women's network meets for evening drinks in a loud bar – no captions, no BSL.
- The disability network is brilliant on access – but rarely talks about racism.
- The race equality group focuses on recruitment, not on disability.

Every network was "inclusive". None was built for Amara.

IDENTITIES THAT CAN OVERLAP

- Race
- Gender
- Disability
- Sexuality
- Class
- Age
- Faith
- Region

COMPOUND DISADVANTAGE

Overlapping identities don't just add up – they can create barriers that single-issue policies never see.

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03 · REGION, RURALITY & SOCIO-ECONOMIC DISADVANTAGE

Same policy, different postcode

Illustrative story: a health board moves carers' support appointments online-only, 6–8pm on weekdays.

PRIYA · CENTRAL MANCHESTER

It works for her

Salaried office job, fast broadband, flexible hours. She books a slot from her phone in two minutes.

VS

GARETH · RURAL CEREDIGION

It locks him out

Zero-hours shifts, patchy signal, no bus after 6pm and one shared family laptop. He misses three sessions in a row.

FAIRER SCOTLAND DUTY · SINCE 2018

Public bodies in Scotland must consider how strategic decisions can reduce inequalities caused by socio-economic disadvantage.

WALES SOCIO-ECONOMIC DUTY · SINCE 2021

Welsh public bodies must do the same – making income, class and place part of everyday equality thinking.

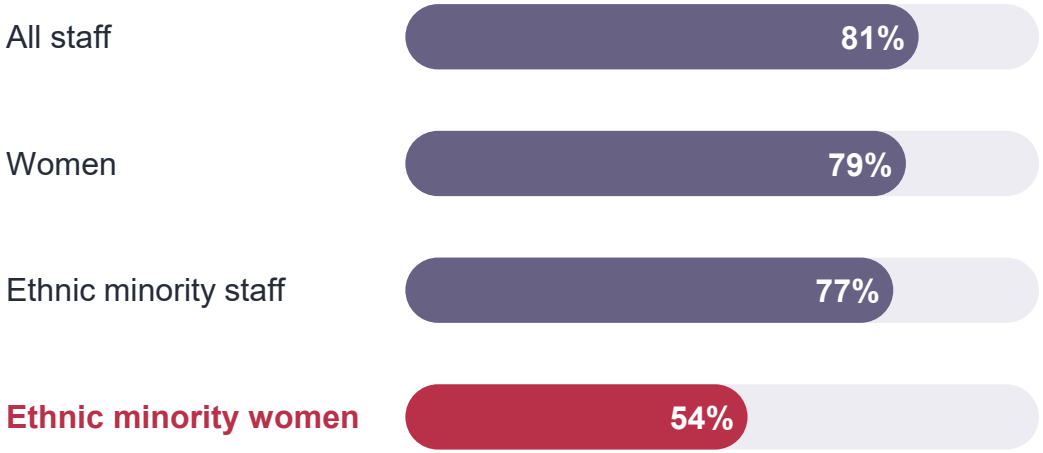
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04 · AN INTERSECTIONAL LENS ON DATA & POLICY

Averages can hide people

“I feel I belong here”

Staff survey, % agree · illustrative example



Single-characteristic results look fine. Combine them and a **25-point gap** appears.

FOUR QUESTIONS TO ASK

1. **Who is in the data – and who is missing?**
2. **Can we break results down by more than one characteristic?**
3. **Whose voices shaped this policy or service?**
4. **Who might this decision miss – or harm?**

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05 · AVOIDING ONE-SIZE-FITS-ALL APPROACHES

Fair isn't always the same

Illustrative story: a college launches a mentoring scheme "open to everyone" – Tuesdays, 5–7pm, on campus.

01 · WHAT HAPPENED

Only some came

Take-up came mainly from full-time students living nearby. Student carers, rural commuters, part-time and disabled students – those who most needed it – couldn't attend.

02 · WHAT THEY CHANGED

They asked first

Students helped redesign it: daytime and online sessions, travel support, BSL and captioning, and peer mentors with shared lived experience.

03 · THE RESULT

Better for everyone

The scheme reached the students it had missed – and the flexible options proved popular with everyone else too.

Same offer ≠ equal access. Design with the people at the intersections and it works better for everyone.

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WHAT YOU'LL TAKE AWAY

What participants will learn

01

Explain intersectionality and where the idea comes from

02

Recognise how overlapping identities can compound disadvantage

03

Apply an intersectional lens to policies, data and services

04

Avoid one-size-fits-all approaches to inclusion

WHY IT MATTERS IN THE UK

People's experiences are shaped by more than one part of who they are. In the UK, socio-economic disadvantage, region and rurality add further layers.

- ✓ **Connects protected characteristics with socio-economic disadvantage**
- ✓ **Reflects the Fairer Scotland Duty and Wales's Socio-economic Duty**
- ✓ **Leads to better-targeted policies and services**

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FOR TEAMS ACROSS THE UK

Who it's for & how it works

- EDI leads
- Policy officers
- Managers
- Staff networks

Local authorities · NHS · schools · colleges · universities · housing associations · charities · private-sector employers



HOW IT WORKS

Interactive and discussion-based, with realistic workplace scenarios – not lectures. A respectful space to ask questions honestly. In-house sessions adapt examples, length and emphasis to your sector.

ONLINE ANYWHERE IN THE UK · OR AT YOUR VENUE

London · Manchester · Birmingham · Leeds · Bristol · Newcastle · Glasgow · Edinburgh · Cardiff · Belfast & beyond



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03 · WHAT TO PREPARE

Venue & equipment

1

WE PROVIDE

Your trainer brings all session materials and resources. A projector and screen can be supplied too — just let us know in advance.

2

THE VENUE PROVIDES

A comfortable, accessible room with space for group discussion. Please tell us about any delegate accessibility needs in advance.



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SEE YOU SOON

Thank you

for choosing Infinity Inclusion & Transformation Training

Inclusive Workplaces Across the UK

Practical EDI training · Consultancy · In-house programmes

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