

Inclusiveness at 360° 2019 FFNT conference

**“Intersectionality for High Tech,
Human Touch”**

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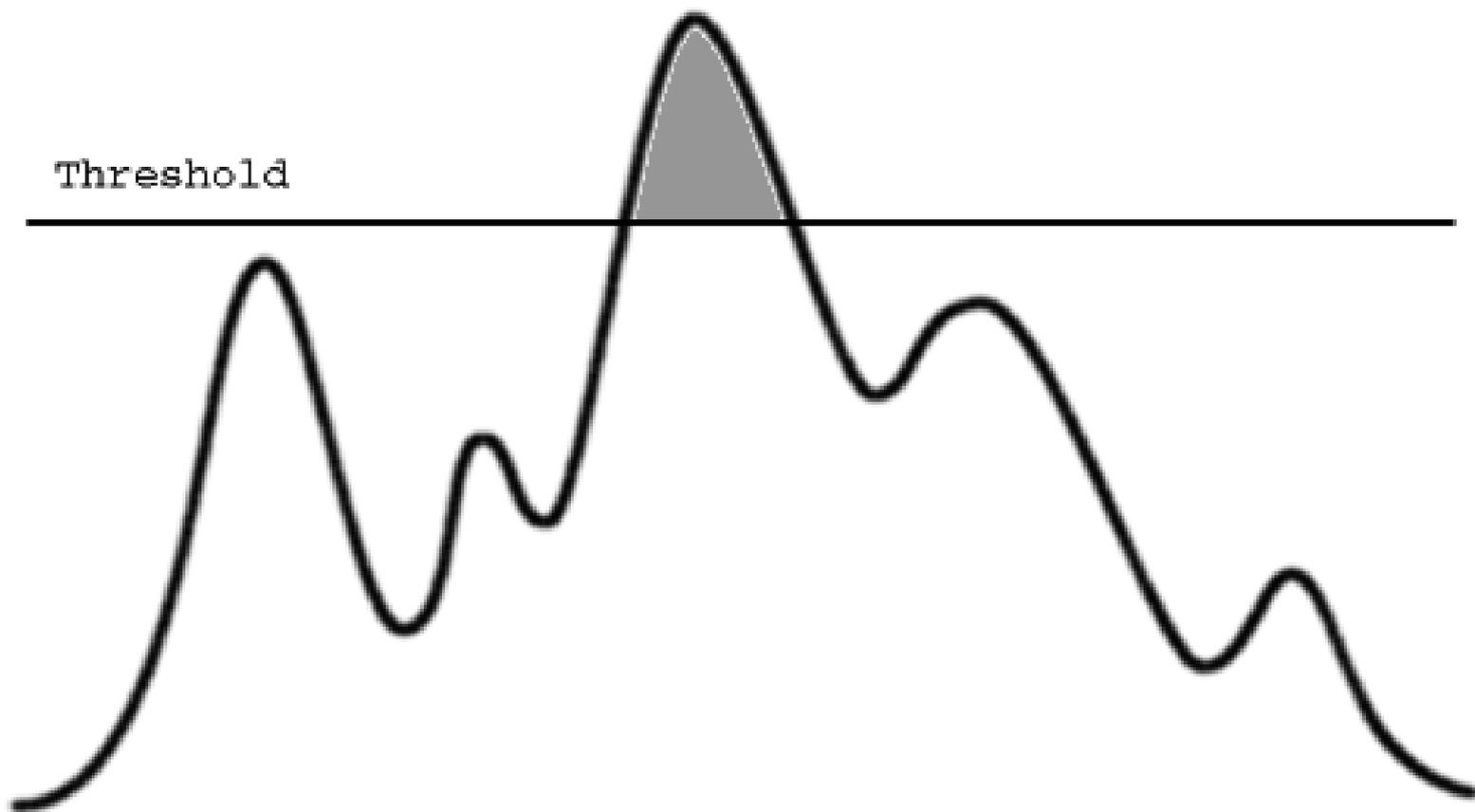
Close up of "The Red Hills Near Fez (Portrait of Jacqueline) ," 1985, from Julian Schnabel's "Plate Paintings"

Intersectionality

Davis (2008): “the interaction of multiple identities and experiences of exclusion and subordination”

Intersectionality at a HTHT university

1. **Interplay** of multiple categories



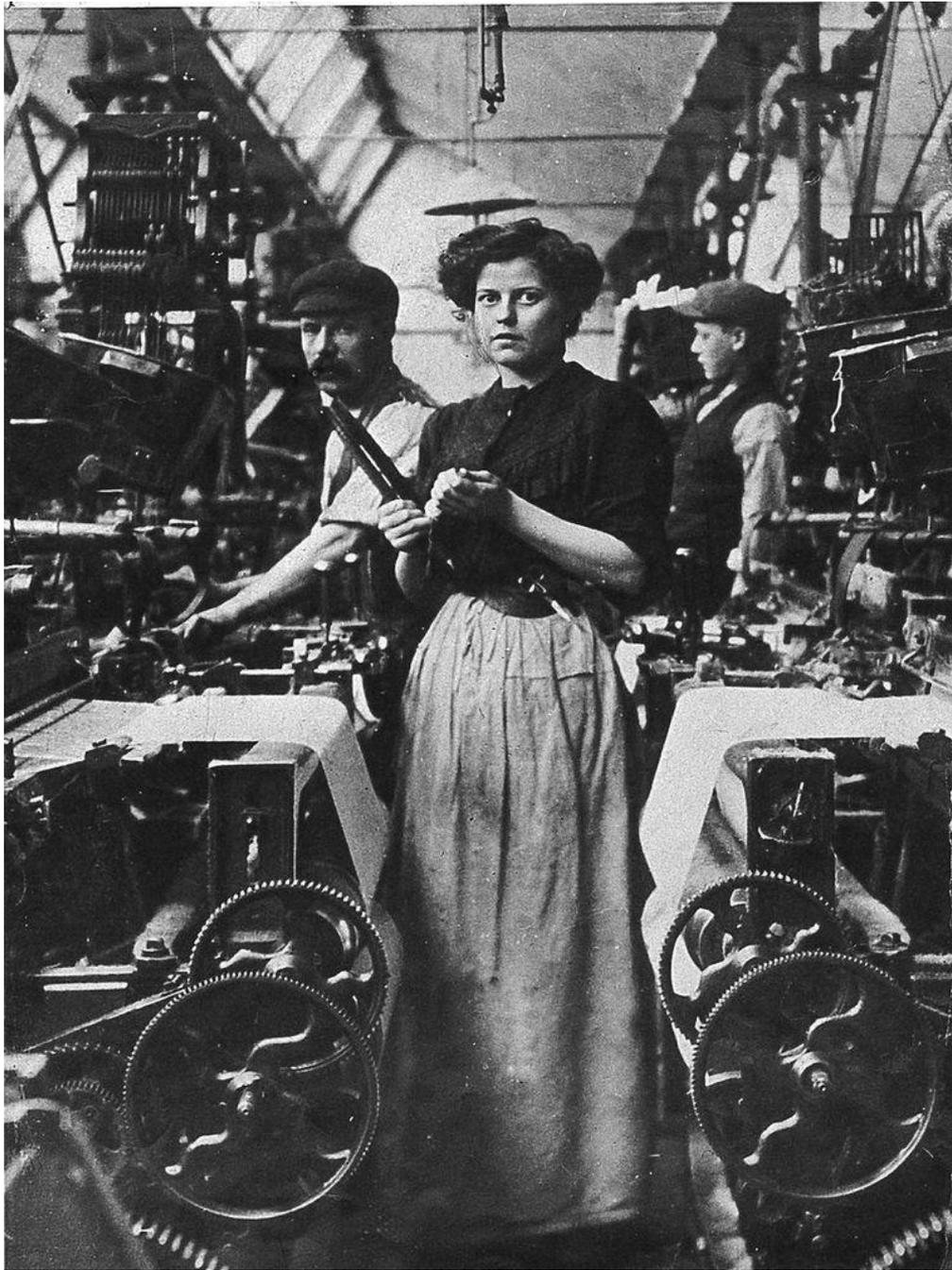
Threshold

First question suggested by looking at inclusion through intersectionality

How to calculate the inclusion threshold?

Intersectionality at a HTHT university

1. **Interplay** of multiple categories
2. Saliency of categorical distinctions is **contingent**



Europe welcomes Skilled Migrant Workers

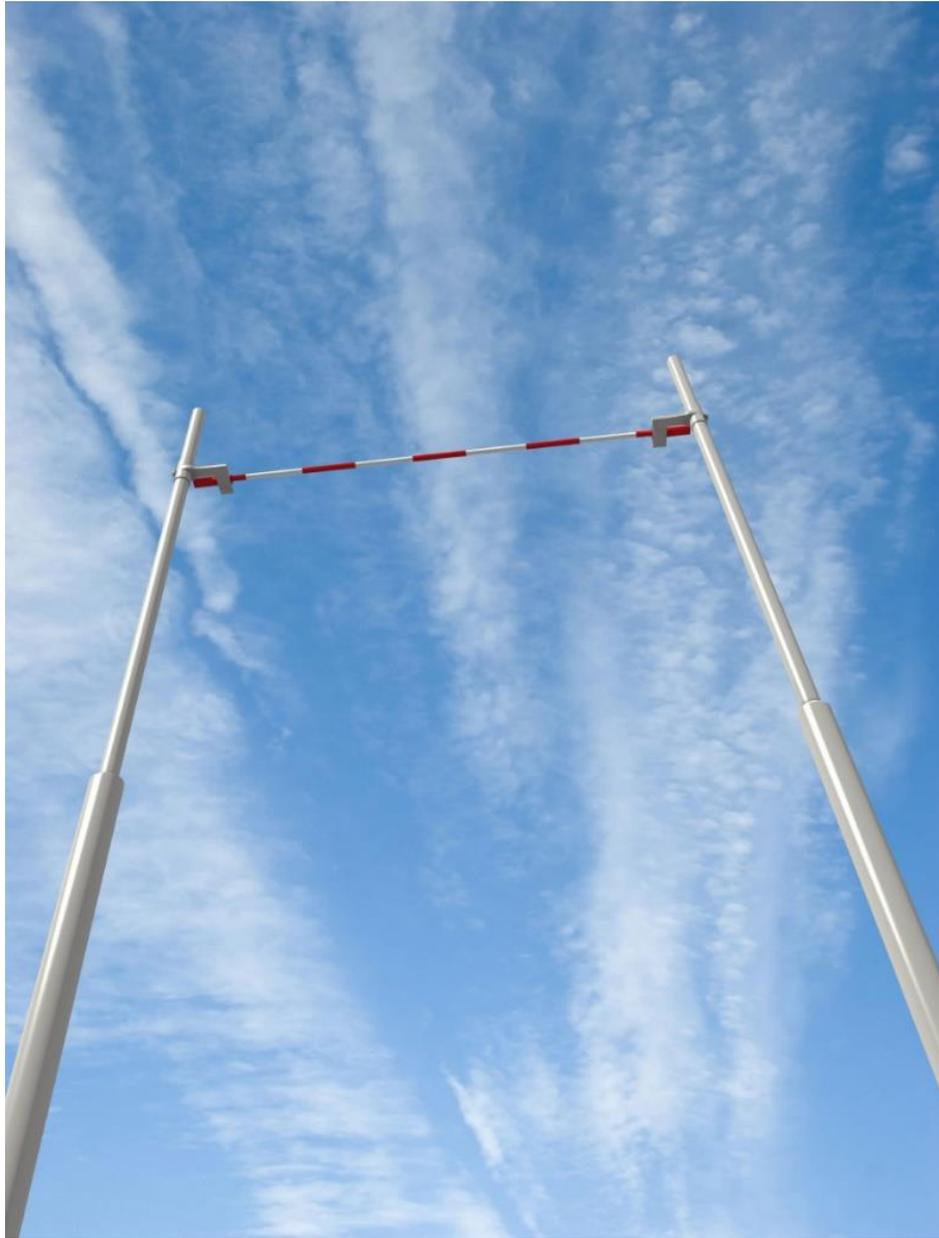


Second question suggested by
looking at inclusion through
intersectionality

What categorical distinctions are
more relevant at UT as an
organizational culture?

Intersectionality at a HTHT university

1. **Interplay** of multiple categories
2. Saliency of categorical distinctions is **contingent**
3. **Who** defines when, where and why some categorical distinctions are more relevant



Third question suggested by
looking at inclusion through
intersectionality

Why do I define some categorical
distinctions as more relevant than
others?

Intersectionality at a HTHT university

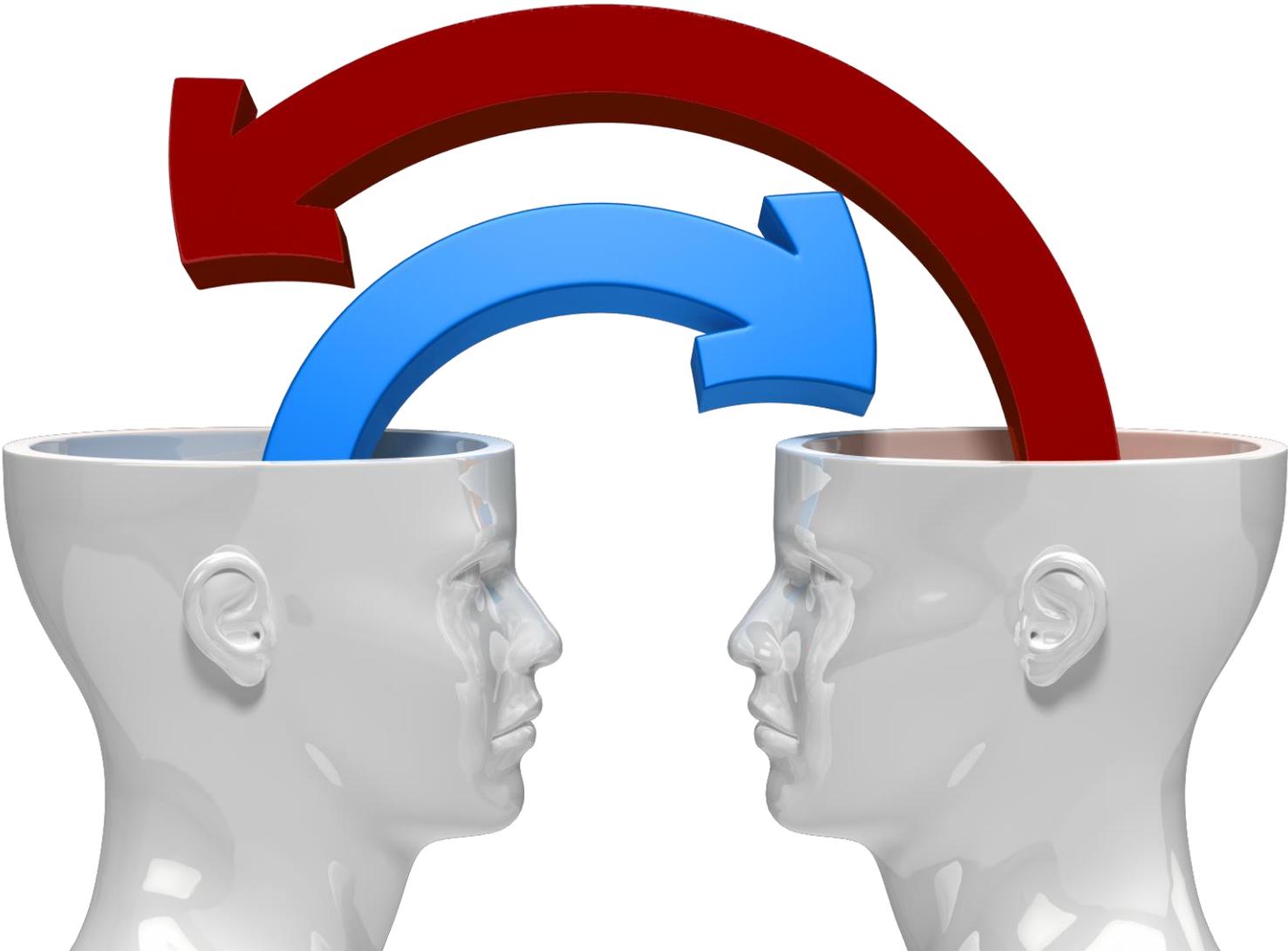
1. **Interplay** of multiple categories
2. Saliency of categorical distinctions is **contingent**
3. **Who** defines when, where and why some categorical distinctions are more relevant
4. Different types of diversity have different **organizing logics**, and require different inclusion **policies**

Fourth question suggested by
looking at inclusion through
intersectionality

How to design inclusion policies that
account for differently-generated
differences?

Intersectionality at a HTHT university

1. **Interplay** of multiple categories
2. Saliency of categorical distinctions is **contingent**
3. **Who** defines when, where and why some categorical distinctions are more relevant
4. Different types of diversity have different **organizing logics**, and require different inclusion **policies**
5. Identity as **temporary** outcome of responses to the ways in which we are **addressed**



Fifth question suggested by
looking at inclusion through
intersectionality

How can a HTHT university
environment address employees in
ways that foster a sense of inclusion?

THANKS!

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