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# Intersectionality Unwrapped for Hospitality and Tourism Researchers

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**Title:** Intersectionality Unwrapped for Hospitality and Tourism Researchers
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**Abstract:**

Intersectional research has been the focus of considerable academic interest and debate over the last few years. However, its adoption in tourism and hospitality research has been relatively limited. Given the rich diversity of tourism research environments and the multicultural nature of the hospitality and tourism workforce, certainly a sensitive research instrument is required that is capable of investigating multiple aspects of nuanced identity. The advantage of an intersectional approach is the way it exposes how individuals experience the effects of their social roles (founded on mutually intersecting identities) not as separate or cumulative, but as linked and simultaneous intersections (Holvino, 2010). To explore merely one aspect of diversity is to only see one part of the complex pattern formed in the ways individuals interact with one other in different contexts—the other parts of the puzzle may be missing.

Crenshaw (1991) introduced the term 'intersectionality' in 1989 when she explored the discrimination and marginalisation experienced by black women in the United States. Dhamoon (2011), among others, argues that during the intervening time, intersectionality has evolved into an analytical paradigm that can be widely applied to explore the multifaceted relationships between social groups and structures, in varied contexts, beyond the limits of women of colour. Yet intersectionality is such a complex methodological approach that researchers may imagine it is just too difficult to be used by researchers unfamiliar with its intricacies (McBride, Hebson, & Holgate, 2015; Mooney, 2016; Rodriguez, Holvino, Fletcher, & Nkomo, 2016).

Therefore, the aim of this 'hands-on' workshop is to de-mystify the process of using an intersectional approach in a research project to make it accessible to hospitality and tourism researchers wishing to explore difference. Four main areas will be covered in the interactive session:

1. What do you think an intersectional study is like?
2. How do you conceptualise individual categories of difference?
3. Should you study individual identity or organizational and societal processes?
4. How do you track and link multiple intersections of identity?

*Please register beforehand in order to receive advance readings before the workshop. I look forward to liberating your mind to explore intersectionality!*

**References:**

Crenshaw, K. (1991). Mapping the margins: Intersectionality, identity politics, and violence against women of color. *Stanford Law Review*, 43(6), 1241–1299.

Holvino, E. (2010). Intersections: The simultaneity of race, gender, and class in organization studies. *Gender, Work, & Organization*, 17(3), 248–277.

McBride, A., Hebson, G., & Holgate, J. (2015). Intersectionality: Are we taking enough notice in the field of work and employment relations? *Work, Employment, & Society*, 29(2), 331–341.

Mooney, S. (2016). Nimble intersectionality in employment research: A way to resolve methodological dilemmas. *Work, Employment, & Society*, 30(4), 708–718.

Rodriguez, J.K., Holvino, E., Fletcher, J.K., & Nkomo, S.M. (2016). The theory and praxis of intersectionality in work and organisations: Where do we go from here? *Gender, Work, & Organization*, 23(3), 201–222.

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