Video Title: Intersectionality in the Workplace

Target Audience: Employees and management

Learning Objectives:
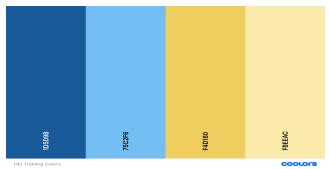1. Define intersectionality
2. Recognize intersecting forms of discrimination
3. Explore strategies that promote intersectionality in the workplace

Outline:
- This training equips employees with the knowledge and tools to identify and address the unique experiences and needs of individuals who may face multiple layers of discrimination. By promoting a deeper understanding of intersectionality, organizations can create a more inclusive and supportive environment, where all employees feel valued and empowered to contribute their diverse perspectives and talents.
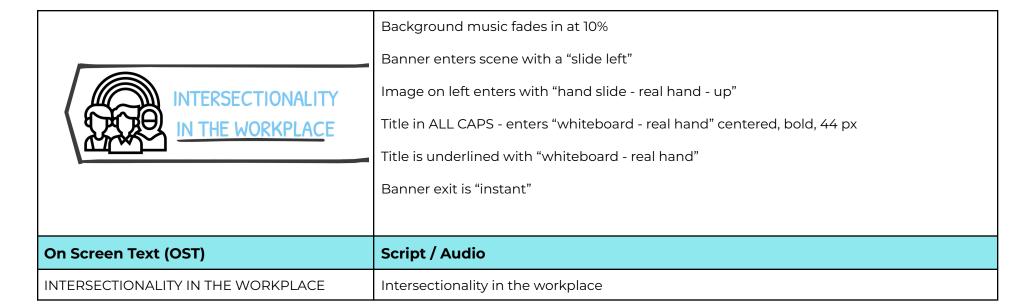
Color Palette:

1D5D9B	75C2F6	F4D160	FBEEAC

DEI Training Colors   coolors

Seat Time: 5 minutes

Font: Patrick Hand, Lilita One

Background music:
Morning Reflexion - 10%

Narrator: Emma from Vyond text to speech

Scene # 1	Title: Introduction to Intersectionality
Thumbnail	**FX / Action / Animation / Media / B-Roll**

	Background music fades in at 10%
	Banner enters scene with a "slide left"
	Image on left enters with "hand slide - real hand - up"
	Title in ALL CAPS - enters "whiteboard - real hand" centered, bold, 44 px
	Title is underlined with "whiteboard - real hand"
	Banner exit is "instant"
On Screen Text (OST)	**Script / Audio**
INTERSECTIONALITY IN THE WORKPLACE	Intersectionality in the workplace

Scene # 2	**Title: Introduction to Intersectionality**
Thumbnail	**FX / Action / Animation / Media / B-Roll**
	Scene Transition - "Wipe - lower left"
	Thought bubble - enter effect "Pop"
	Four question marks - enter effect "Pop"
	Text - enters "whiteboard - real hand" centered, bold, 40px
On Screen Text (OST)	**Script / Audio**
WHAT IS INTERSECTIONALITY?	What is intersectionality?

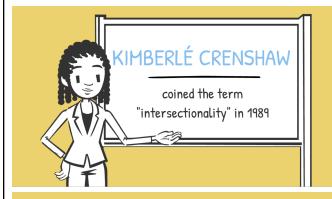| **Scene # 3**	**Title: Introduction to Intersectionality**

Thumbnail	FX / Action / Animation / Media / B-Roll
	Scene Transition - "Wipe - lower left" Character - white male - enters "whiteboard - real hand" bottom center of slide cropped at waist, thinking with head facing left Three stacked images enter "whiteboard - real hand" Three black arrows enter "instant" and exit "instant timed with V.O. Character turns head to the right when images appear with "whiteboard - real hand" Images exit with "instant" effect and another image of a scale enters with "whiteboard - real hand" in same position as previous images

On Screen Text (OST)	Script / Audio
	Intersectionality means that people can have different experiences and face different challenges because of things like their race, gender, or abilities. It's like mixing colors together—when different colors blend, they create new and unique shades. Similarly, when

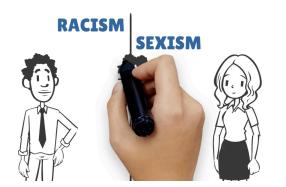|	different parts of a person's identity mix, it can affect their opportunities and how they navigate the world.

Scene # 4	Title: Introduction to Intersectionality
Thumbnail	**FX / Action / Animation / Media / B-Roll**
	Scene Transition - "Wipe - lower left" Black, male character enters "whiteboard - real hand" followed by yellow dashed circle that enters "whiteboard - real hand" and "RACE" sign then "slides down" from top of screen Yellow circle exits "instant" effect and "RACE" sign exits "slides up" effect White, female character enters "whiteboard - real hand" followed by orange dashed circle that enters "whiteboard - real hand" and "GENDER" sign then "slides up" from bottom of screen Black, female character enters "whiteboard - real hand" followed by yellow dashed circle entering again in same position with a "whiteboard - real hand" effect and "RACE" sign "slides down" Black, Queer, female character enters "whiteboard - real hand" followed by a blue dashed circle that enters "whiteboard - real hand" and the sign "SEXUAL ORIENTATION" that "slides down" from top of screen All circles intersect and are moving clockwise in place Text is written with "Patrick Hand" in ALL CAPS, 17pt
On Screen Text (OST)	**Script / Audio**
[Inside signs, 17pt, ALL CAPS] RACE GENDER SEXUAL ORIENTATION	Intersectionality is a different approach from traditional methods that address discrimination one type at a time. It acknowledges that different types of discrimination can combine and influence a person's experience of oppression. With intersectionality, we recognize that individuals can face multiple forms of oppression at once. It serves as a reminder to appreciate and honor these differences, while striving for fairness and equality for all.

Scene # 4a (continued)	Title: Introduction to Intersectionality
Thumbnail	**FX / Action / Animation / Media / B-Roll**
	Scene Transition - "Wipe - lower left" Each circle slides into the frame on a motion path All circles are slowly moving throughout the entire scene The word "INTERSECTIONALITY" enters "whiteboard - real hand" in center of screen, 36pt, bold Words in floating circles are written in "Lilita One" font, ALL CAPS, and vary in font size
On Screen Text (OST)	**Script / Audio**
[Center of screen] INTERSECTIONALITY [In floating circles] SEXUAL ORIENTATION AGE GENDER IDENTITY RACE DISABILITY RELIGION CLASS ETHNICITY	[Audio from above continues into this scene]

Scene # 5	Title: Origins of Intersectionality
Thumbnail	**FX / Action / Animation / Media / B-Roll**

Scene Transition - "Wipe - lower left"

"Whiteboard - writing only"

Kimberlé Crenshaw - ALL CAPS, 45pt, Patrick Hand

Text - centered, 22pt, Patrick Hand

Exit effect - "Instant"

Character expression changes timed with the VO and text
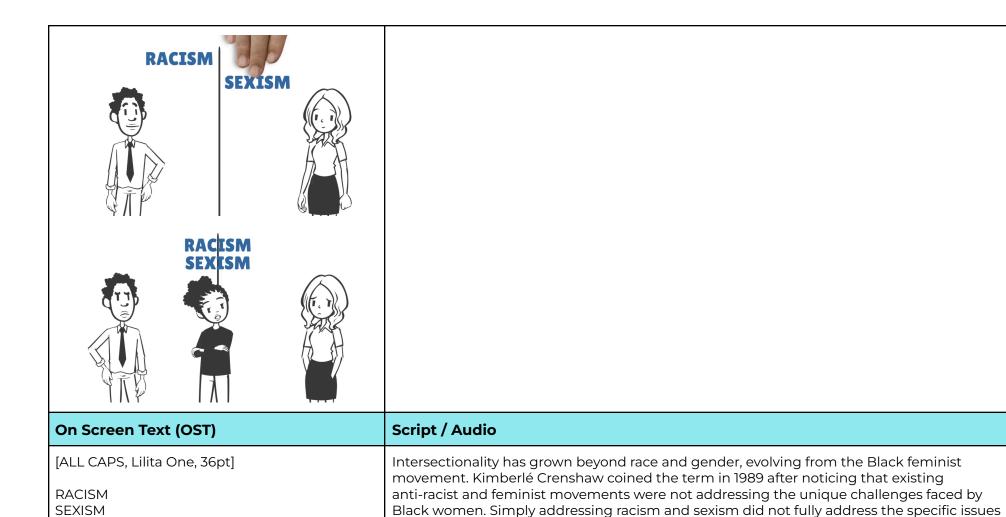
Continuous scene

Scene Transition - "Wipe - lower left"

Characters enter "whiteboard - real hand"

Text - RACISM -"slides down", 36pt, Lilita One
        SEXISM - "slides down", 36pt, Lilita One

Motion path stacks both words on top of each other after center character enters - "whiteboard - real hand"
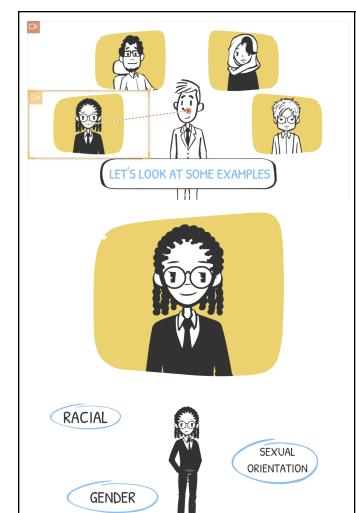
Expressions change on characters faces times with the VO - "Instant"

On Screen Text (OST)	Script / Audio
[ALL CAPS, Lilita One, 36pt] RACISM SEXISM	Intersectionality has grown beyond race and gender, evolving from the Black feminist movement. Kimberlé Crenshaw coined the term in 1989 after noticing that existing anti-racist and feminist movements were not addressing the unique challenges faced by Black women. Simply addressing racism and sexism did not fully address the specific issues faced by Black women. She realized that there was no effective way to discuss the distinct experiences of Black women compared to Black men and white women.

Scene # 6	Title: Intersectionality Challenges
Thumbnail	FX / Action / Animation / Media / B-Roll

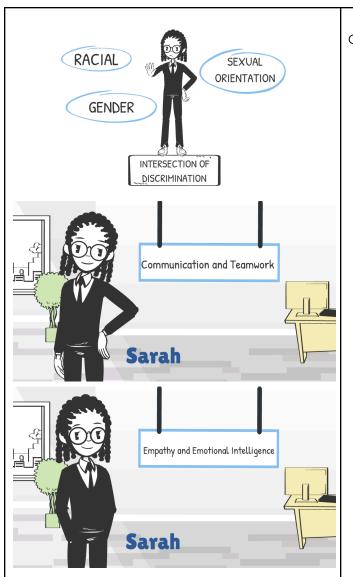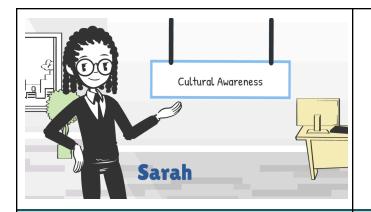|	
	Scene Transition - "Wipe - lower left"
	White, male character enters "whiteboard - real hand" on bottom center of the screen, cropped at knees
	Text bubble enters "hand slide - real hand - up" bottom, center of the screen over character
	Text inside text bubble enters "whiteboard - real hand" and is ALL CAPS, 27 pt, bold, "Patrick Hand"
	Four bubbles enter "pop" around character and each bubble has a character cropped inside
	White, male character turns head to face bottom left character, who is zoomed in on
	Continuous scene
	Scene Transition - "Wipe - lower left"
	Rectangle enters bottom center of screen "whiteboard - writing only"
	Character enters "whiteboard - real hand" effect
	Circles with text enter "pop" effect
	Continuous scene
	Circles move toward character via motion path "custom"
	Character action changes
	Continuous scene
	Scene Transition - "Wipe - lower left"
	Character enters "slide right" effect
	Text of character's name enters "whiteboard - real hand" effect
	Board enters "slide down" effect
	Text on board is timed with VO and enters "whiteboard - writing only" and exits "instant" effect

RACIAL

SEXUAL ORIENTATION

GENDER

INTERSECTION OF DISCRIMINATION

Communication and Teamwork

Sarah

Empathy and Emotional Intelligence

Sarah

Character action changes each time new text appears on board

On Screen Text (OST)	Script / Audio
[Inside rectangle, ALL CAPS, 27pt, bottom center, Patrick Hand] LET'S LOOK AT SOME EXAMPLES [Circles with text, centered, Patrick Hand] RACIAL GENDER SEXUAL ORIENTATION [Text on board, 24 pt, Patrick Hand, centered] Communication and Teamwork Empathy and Emotional Intelligence Cultural Awareness [Character name, Lilita one, 44pt] Sarah	Let's look at some examples of intersectional discrimination.: Sarah is a Black woman who also identifies as a member of the LGBTQ+ community. In the workplace, she faces the challenge of both racial and LGBTQ+ discrimination, making her vulnerable to bias and stereotyping. However, her intersectional identity also brings a unique perspective and set of skills; like communication and teamwork, empathy and emotional intelligence, and cultural awareness, which can greatly benefit her team and the organization.

Scene # 7	Title: Intersectionality Challenges
Thumbnail	FX / Action / Animation / Media / B-Roll

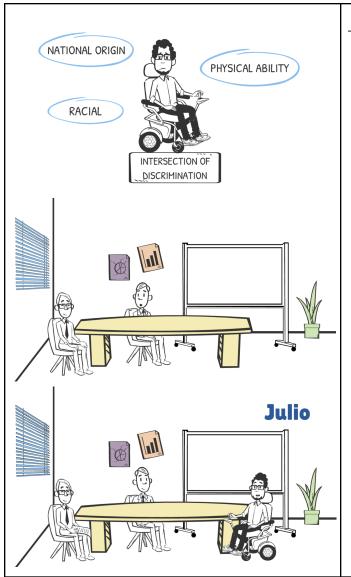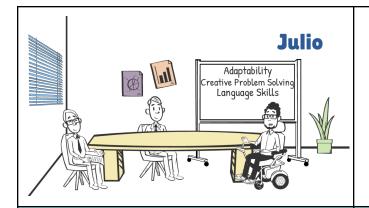|	
	Scene Transition - "Wipe - lower left"
	White, male character enters "instant" on bottom center of the screen, cropped at knees
	Text bubble enters "instant" bottom, center of the screen over character
	Text inside text bubble enters "instant" and is ALL CAPS, 27 pt, bold, "Patrick Hand"
	Four bubbles appear "instant" when scene begins around character and each bubble has a character cropped inside
	Bottom left bubble with character now has gray background to appear as visited
	White, male character turns head to face top left character, who is zoomed in on
	Continuous scene
	Scene Transition - "Wipe - lower left"
	Rectangle enters bottom center of screen "whiteboard - writing only"
	Character enters "whiteboard - real hand" effect
	Circles with text enter "pop" effect
	Continuous scene
	Circles move toward character via motion path "custom"
	Character action changes
	Continuous scene
	Scene Transition - "Wipe - lower left"
	Two characters enter "slide down" and sit at a table in an office, talking to one another
	Character enters from motion path from right side of screen
	Characters on left side of screen turn to look at character entering "instant" effect for new action
	Text of character's name enters "whiteboard - real hand" effect

Text on whiteboard in background appears "whiteboard - writing only" effect

On Screen Text (OST)	Script / Audio
[Inside rectangle, ALL CAPS, 27pt, bottom center, Patrick Hand] LET'S LOOK AT SOME EXAMPLES [Circles with text, centered, Patrick Hand] RACIAL NATIONAL ORIGIN PHYSICAL ABILITY [Text on board, 22 pt, Patrick Hand, centered] Adaptability Creative Problem Solving Language Skills [Character name, Lilita one, 44pt] Julio	Julio is a person with a disability who is also an immigrant from a non-English speaking country. In the workplace, he faces accessibility barriers due to his disability, as well as language barriers due to his immigrant status. These challenges may make it difficult for him to communicate effectively or access certain resources. However, Julio's adaptability, creative problem solving, and language skills contribute to a broader perspective within his team.

Scene # 8	Title: Intersectionality Challenges
Thumbnail	FX / Action / Animation / Media / B-Roll

Scene Transition - "Wipe - lower left"

White, male character enters "instant" on bottom center of the screen, cropped at knees

Text bubble enters "instant" bottom, center of the screen over character

Text inside text bubble enters "instant" and is ALL CAPS, 27 pt, bold, "Patrick Hand"

Four bubbles appear "instant" when scene begins around character and each bubble has a character cropped inside

Bottom left and top left bubbles with characters now have gray background to appear as visited

White, male character turns head to face top right character, who is zoomed in on

Continuous scene

Scene Transition - "Wipe - lower left"

Rectangle enters bottom center of screen "whiteboard - writing only"

Character enters "whiteboard - real hand" effect

Circles with text enter "pop" effect

Continuous scene

Circles move toward character via motion path "custom"
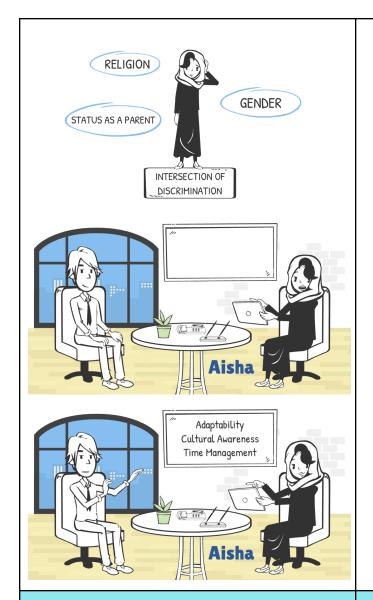
Character action changes

Continuous scene

Scene Transition - "Wipe - lower left"

Whiteboard enters "whiteboard - real hand"

Two characters enter "slide up" and sit at a table in an office, talking to one another

Text of character's name enters "whiteboard - real hand" effect

Text on whiteboard in background appears "whiteboard - writing only" effect

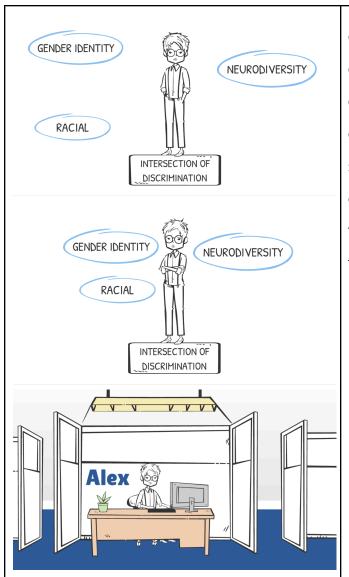| On Screen Text (OST)	Script / Audio
[Inside rectangle, ALL CAPS, 27pt, bottom center, Patrick Hand] LET'S LOOK AT SOME EXAMPLES [Circles with text, centered, Patrick Hand] RELIGION	Aisha is a Muslim woman who wears a hijab and is also a single mother. In the workplace, she might face Islamophobia, gender-based discrimination, and stereotypes surrounding single parenthood. These biases can hinder her career growth and opportunities. However, Aisha's adaptability, cultural awareness, and strong time-management skills make her a valuable asset to her team despite the barriers she faces.

STATUS AS A PARENT
GENDER

[Text on board, 22 pt, Patrick Hand, centered]
Adaptability
Cultural Awareness
Time Management

[Character name, Lilita one, 44pt]
Aisha

Scene # 9	Title: Intersectionality Challenges
Thumbnail	**FX / Action / Animation / Media / B-Roll**
	Scene Transition - "Wipe - lower left"
	White, male character enters "instant" on bottom center of the screen, cropped at knees
	Text bubble enters "instant" bottom, center of the screen over character
	Text inside text bubble enters "instant" and is ALL CAPS, 27 pt, bold, "Patrick Hand"
	Four bubbles appear "instant" when scene begins around character and each bubble has a character cropped inside
	Bottom left, top left, and top right bubbles with characters now have gray background to appear as visited
	White, male character turns head to face bottom right character, who is zoomed in on
	Continuous scene
	Scene Transition - "Wipe - lower left"
	Rectangle enters bottom center of screen "whiteboard - writing only"
	Character enters "whiteboard - real hand" effect
	Circles with text enter "pop" effect

Continuous scene

Circles move toward character via motion path "custom"
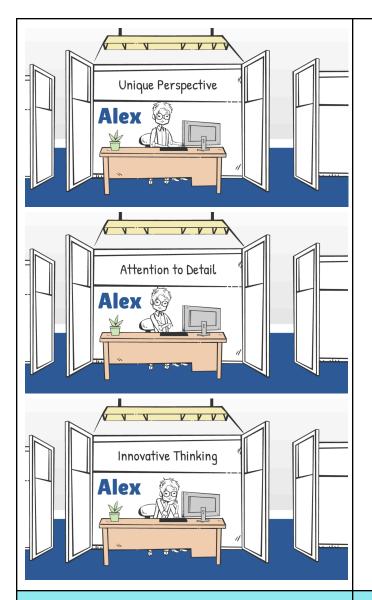
Character action changes

Continuous scene

Scene Transition - "Wipe - lower left"

Character enters "whiteboard - real hand" and sits behind a desk, typing on a computer

Text of character's name enters "whiteboard - real hand" effect

Text above character appears "whiteboard - writing only" effect timed with the VO

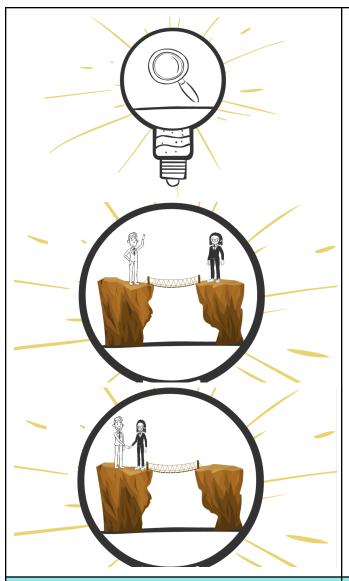| On Screen Text (OST)	Script / Audio
[Inside rectangle, ALL CAPS, 27pt, bottom center, Patrick Hand] LET'S LOOK AT SOME EXAMPLES [Circles with text, centered, Patrick Hand] GENDER IDENTITY	Alex is a non-binary person of Asian descent who also identifies as neurodiverse. In the workplace, they might encounter challenges related to gender identity discrimination, unconscious biases around ethnicity, and difficulties with social communication due to their neurodiversity. However, Alex's unique perspective, attention to detail, and innovative thinking can greatly contribute to problem-solving and creative processes within their team.

RACIAL
NEURODIVERSITY

[Text on board, 22 pt, Patrick Hand, centered]
Unique Perspective
Attention to Detail
Innovative Thinking

[Character name, Lilita one, 44pt]
Alex

Scene # 10	Title: Importance of Intersectionality
Thumbnail	**FX / Action / Animation / Media / B-Roll**
	Scene Transition - "Wipe - lower left"
	Characters enter "whiteboard - real hand" and interact with one another
	Continuous scene
	Scene Transition - "Wipe - lower left"
	Image of a lightbulb appears "instant" when scene begins
	Background light rotates 15 degrees
	Image of an ear appears "whiteboard - writing only" enlarging on a motion path timed with VO and exits "instant"
	Image of a magnifying glass appears "whiteboard - writing only" enlarging on a motion path timed with VO and exits "instant"
	Zoom in on the lightbulb to see the bridge and two characters. Character on left moves on motion path across bridge to shake hands with character on left side of screen
	Actions are timed with VO

On Screen Text (OST)	Script / Audio
	Intersectionality recognizes that people have different identities based on factors like race, gender, and abilities. It acknowledges that certain characteristics can give some people more advantages and power in society. To really understand intersectionality, we need to listen carefully to others and think about our own advantages. We also need to think about how our actions might exclude or harm

certain groups of people.

It's important to take action to include and support those who are often left out or ignored.

Scene # 11	Title: Promoting Intersectionality in the Workplace
Thumbnail	**FX / Action / Animation / Media / B-Roll**
INTERSECTIONALITY IN THE WORKPLACE 3 STEPS → REFLECT ON BIASES → EMPATHY AND COMPASSION UNITY ← DISRUPT DISCRIMINATION UNITY	Scene Transition - "Wipe - lower left" Circles enter with text and "whiteboard - real hand" effect, timed with VO reference Arrows connecting text enter with "whiteboard - real hand" effect Zoom effect on the word "UNITY" timed with VO reference "UNITY" is an image of hands
On Screen Text (OST)	**Script / Audio**
[TITLE] INTERSECTIONALITY IN THE WORKPLACE [Text inside bubbles, centered] REFLECT ON BIASES EMPATHY AND COMPASSION DISRUPT DISCRIMINATION	Promoting workplace intersectionality is crucial for inclusivity and equality. Here are steps employees should consider. **Reflect on biases:** Consider biases and their impact on your interactions with people who are different from you. **Engage with empathy and compassion:** Seek to understand and empathize with those

UNITY	leading different lives.
	Disrupt discrimination: Challenge and interrupt discriminatory behavior and language. Voice your concern when witnessing microaggressions or biased comments and motivate others to do the same. Remember, promoting intersectionality is an ongoing process that requires continuous self-education and meaningful actions to build an inclusive, unified workplace for everyone