## UNDERSTANDING SOCIAL POSITIONING



With examples of women in the workplace

## **POSITIONALITY**

Someone's social positioning based on race, gender, class, disability, nationality, etc. affects the experience they have in society. People's positionality impacts their point of view and may limit them from fully understanding the experiences others have in the world.



**Positionality** can impact <u>implicit bias</u> towards groups of people because of a lack of understanding of the challenges that others face due to their identities.

**Positionality** 

Implicit bias





**Positionality** 

Social exclusions

For example, in the workplace, if traditionally women have more caretaking responsibilities at home than men, male employees may see women as less committed to their jobs because they generally do not have the same additional unpaid caretaking labour.

Implicit bias

Discrimination

Amma