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Seeing more clearly with an intersectional lens

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This presentation will focus on why taking an intersectionality lens to work-life research and policies has broad benefits. Using illustrations involving a variety of intersected identities (e.g., lesbian parents, Muslim fathers), the talk will demonstrate how an intersectionality lens brings attention to unidentified needs, ignored values, unacknowledged conflicts, unhelpful policies, and research findings that warrant re-examination. The tension between flexibility and consistency in work-life approaches will be highlighted as a challenge in promoting inclusion when considering intersected and understudied identity groups.