
INTERSECTIONALITY

Defining it



OUTCOMES

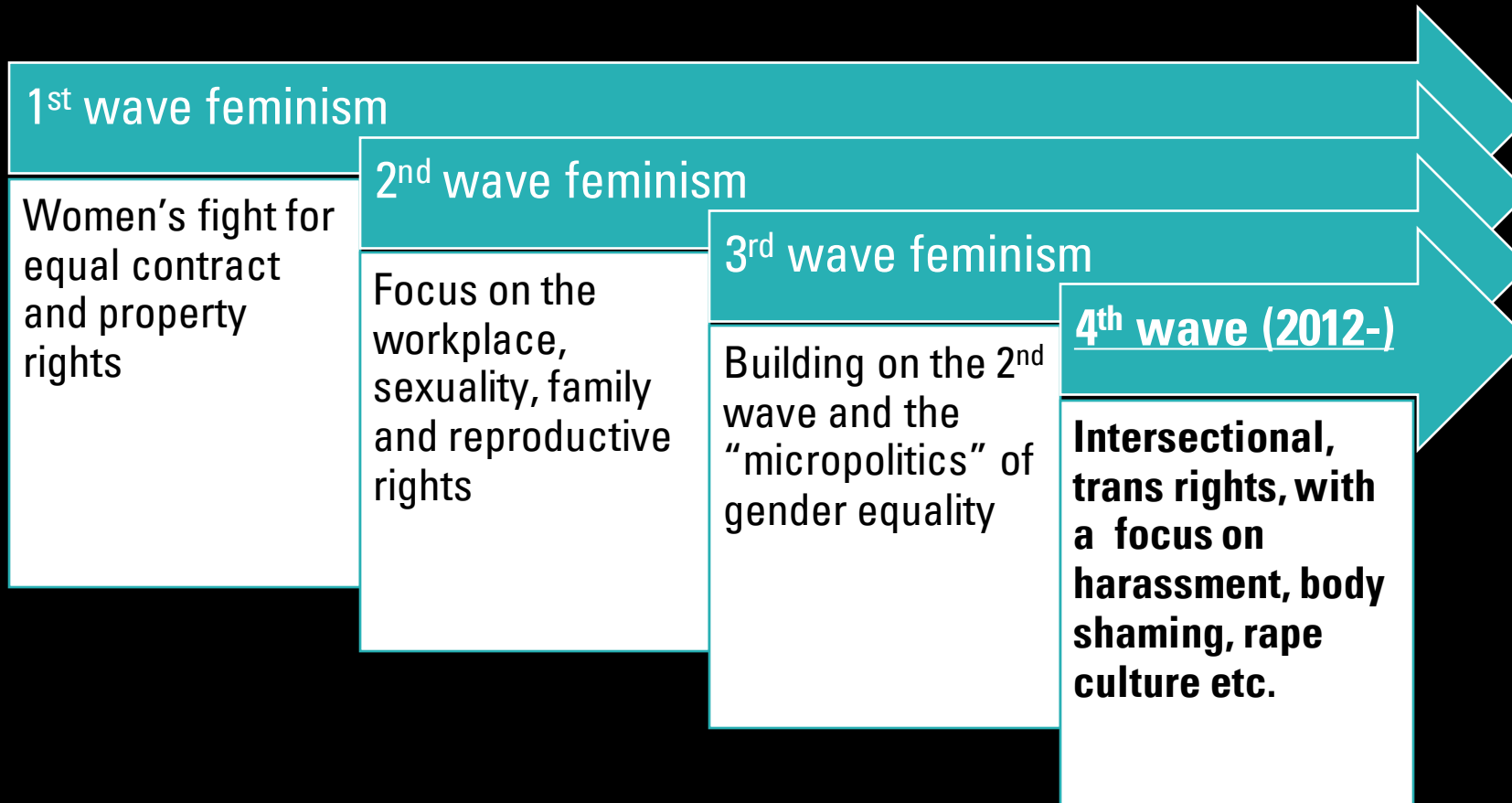
- Enhanced understanding of intersectionality.
 - Build confidence in drawing on theory in squad conversations.
 - Translating intersectionality to the evidence and learning process.
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THE HISTORY

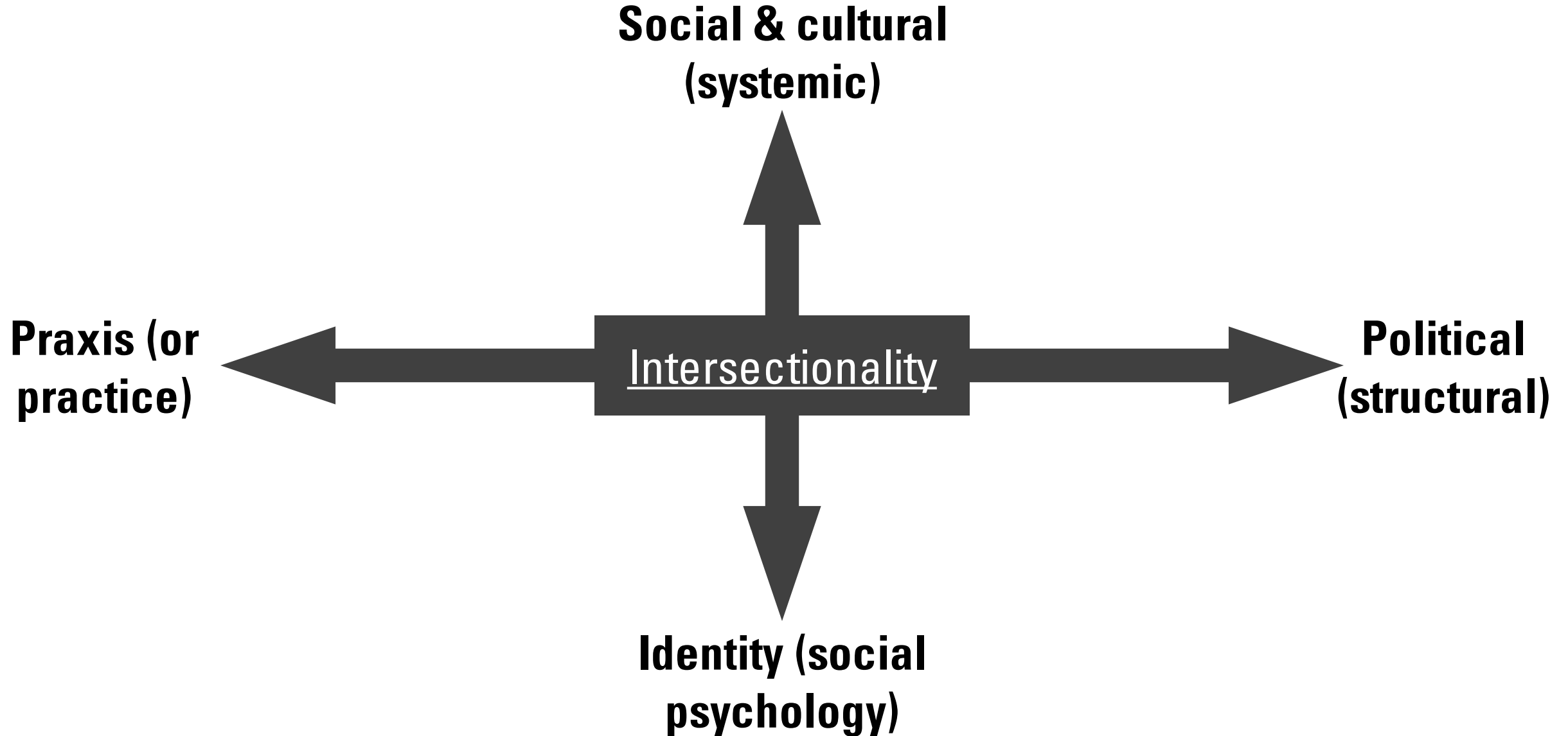
- A **metaphor** surfaced by black feminist scholars in the 1989 ([Crenshaw, 1989](#))
 - Articulated that the Black women who experienced domestic violence in the States were exposed to gender **AND** racial discrimination in the social and legal systems in which they sought liberation.
 - **Multiple** disadvantages
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Kimberlé Crenshaw: What is Intersectionality? Video

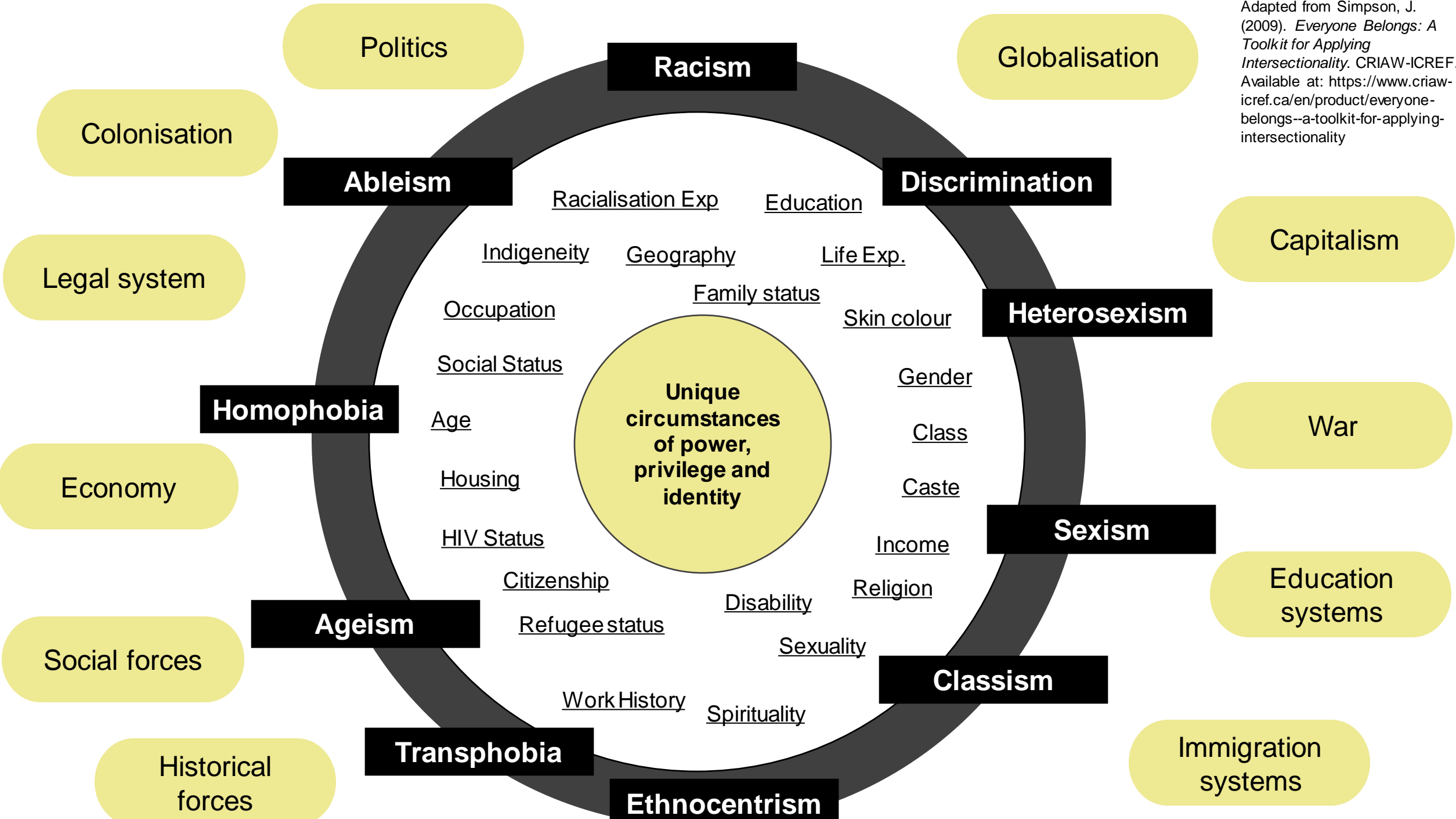
EVOLUTION OF INTERSECTIONALITY

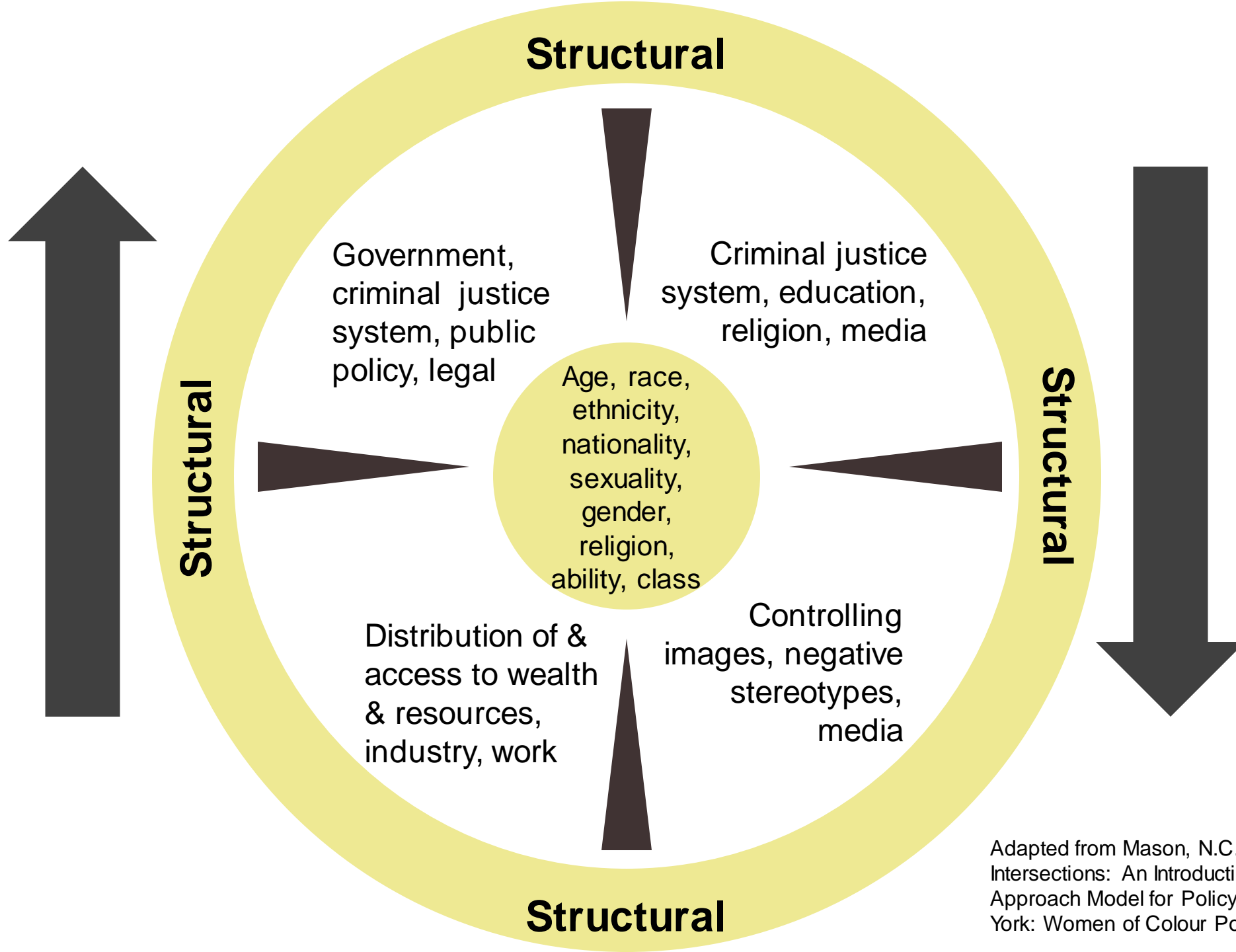


INTERSECTIONALITY AND POSITIONING



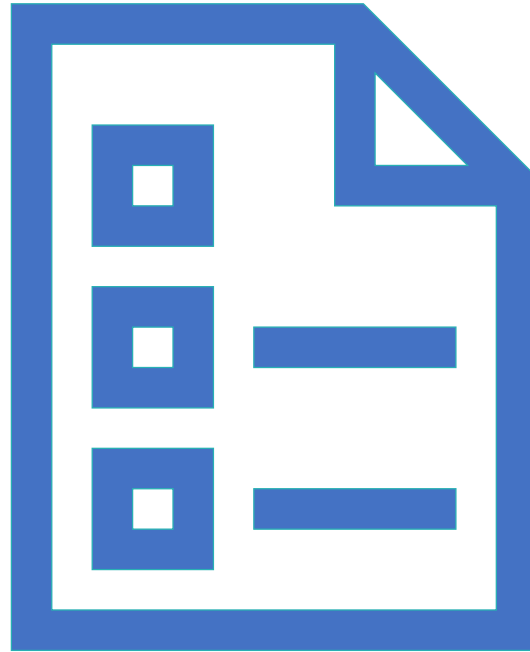
Adapted from Simpson, J. (2009). *Everyone Belongs: A Toolkit for Applying Intersectionality*. CRIAW-ICREF. Available at: <https://www.criaw-icref.ca/en/product/everyone-belongs--a-toolkit-for-applying-intersectionality>





Adapted from Mason, N.C. (2010). *Leading at the Intersections: An Introduction to the Intersectional Approach Model for Policy & Social Change*. New York: Women of Colour Policy Network.

INTERSECTIONALITY, EVIDENCE AND LEARNING



Project idea	Is the project group diverse? Do we involve communities?
Question/indicator development	Are the research questions intersectional? Are they focused on intersecting identities and structures?
Methodology	Is the design inclusive? Can research tools be decolonised? Do the tools assume 'things' about minoritized communities?
Data collection	Do the interviewers know their implicit biases? Are the ethical guidance's inclusive?
Data exploration	Is the analysis cross-checked with minoritized communities? Is the data explored with intersectionality in mind?
Writing up	Does our write up reflect principles of intersectionality? Does it speak to systems and structures of oppression?
Communications and impact	Who is communicating the findings? Do we know the impact this has on minoritized communities? Do we reference intersectionality?