



**Including Diverse Perspectives Through  
Intersectionality-Informed R&D**

Gender Summit North America

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# Intersectionality - What Is It?

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- Promotes an understanding of human beings as shaped by the interaction of different social locations (e.g. race/ethnicity, Indigeneity, gender, class, sexuality, geography, age, ability, migration status, religion).
- These interactions occur within a context of connected systems and structures of power (e.g. laws, policies, state governments and other political and economic unions, religious institutions, media).
- Through such processes, interdependent forms of privilege and oppression shaped by colonialism, imperialism, racism, homophobia, ableism and patriarchy are created (Hankivsky, 2014)

# Put Simply

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- Social inequities are **never** the result of singular factors (e.g. gender, socio-economic status, race/ethnicity) but the outcome of intersections of different social locations, power relations and experiences



# Traveling Framework

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- Intersectionality has travelled to every continent of the world and applied in many different contexts, policy sectors and disciplines
  - Emphasizes that people belong to more than one social category at the same time
  - Focuses on **interactions** of different social locations, systems and processes
  - **Investigates** rather than assumes the significance of any factor or specific combination of factors

# Applying Intersectionality

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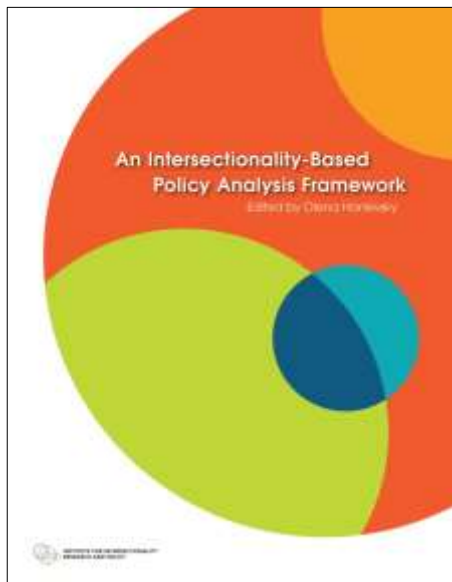
- In the last decade, normative and operational guidelines in research and policy have been produced
- Applications are showing value added and difference intersectionality makes
- Jurisdictions are in various stages of development and there are often different priorities in each
- Translating intersectionality to research and policy is ongoing challenge
- Caution - incorrect understandings and applications of intersectionality especially in grappling with relationship between gender and diversity

# Panel Questions...

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- What does applying an intersectional analysis to research and policy look like in your context?
- What are some examples and strategies?
- What difference can intersectionality make to how policy problems are understood and responded to?

# Intersectionality Resources



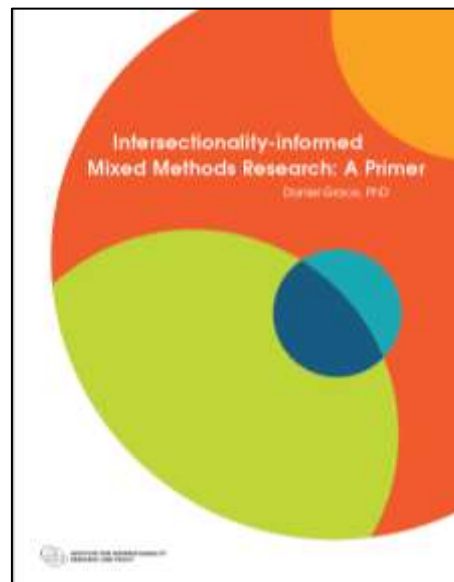
Hankivsky et al. (2012)  
***An Intersectionality-Based Policy Analysis Framework (IBPA)***



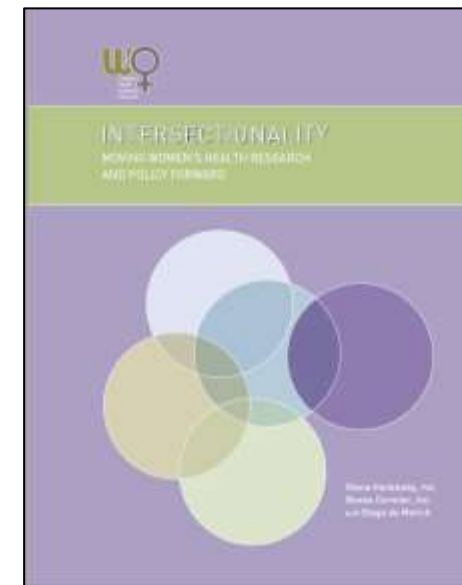
Rouhani (2014)  
***Intersectionality Informed Quantitative Research: A Primer***



Hunting (2014)  
***Intersectionality Informed Qualitative Research: A Primer***



Grace (2014)  
***Intersectionality Informed Mixed-Methods Research: A Primer***



Hankivsky & Cormier (2009)  
***Intersectionality: Moving Women's Health Research and Policy Forward***

Hankivsky (2014)  
***Intersectionality 101***

Hankivsky & Grace (2015)  
***Understanding & Emphasizing Difference & Intersectionality in Mixed and Multi-method Research.*** In The Oxford Handbook of Multimethod and Mixed Methods Research Inquiry.

Forthcoming: ***Bringing Intersectionality to Public Policy*** (2018)

# Intersectionality Resources

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- CRIAW/ICREF (2014) [Diversity Through Inclusive Practice Toolkit](#)
- CRIAW/ICREF (2014) [Le respect de la diversité au moyen d'une pratique inclusive](#)
- Changing Public Services /CRIAW [Women and Public Sector Precarity: Causes, Conditions and Consequences](#)
- Évolution des services publics /ICREF [Les femmes et la précarité dans le secteur public](#)
- CRIAW/ICREF (2014) [Feminist Intersectional Policy Analysis: Resource Development and Extraction Framework](#)
- CRIAW/ ICREF (2014) [Analyse féministe intersectionnelle: Cadre d'analyse pour développement/extraction de ressources](#)
- CRIAW/ICREF (2017) [Intersectionality and the Experiences of Women With Disabilities](#)

# Intersectionality Resources

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- Levac, L & A. Denis (2017) [Doing feminist intersectional and community engaged research: Adaptations to scoping reviews and the secondary analysis of national data sets](#)
- Findlay, T. (2017) [Changing Public Services: Understanding Cascading Effects](#)
- GenPORT (2016) [How to implement an intersectional approach in academia](#)
- [Athena SWAN and intersectionality](#)
- Dubrow, J. (2008) [How Can We Account for Intersectionality in Quantitative Analysis of Survey Data? Empirical Illustration of Central and Eastern Europe](#)
- Science Europe (2017) [Practical Guide to Improving Gender Equality in Research Organisations](#)