Including Diverse Perspectives Through Intersectionality-Informed R&D

Gender Summit North America
November 6, 2017

Dr. Olena Hankivsky
Professor, School of Public Policy, Simon Fraser University
Director, Institute for Intersectionality and Policy Research
Intersectionality - What Is It?

• 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

- 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

• 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

- 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…

• 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

- 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) Analyse féministe intersectionnelle: Cadre d’analyse pour développement/extraction de ressources
- CRIAW/ICREF (2017) Intersectionality and the Experiences of Women With Disabilities
Intersectionality Resources

- Levac, L & A. Denis (2017) *Doing feminist intersectional and community engaged research: Adaptations to scoping reviews and the secondary analysis of national data sets*
- GenPORT (2016) *How to implement an intersectional approach in academia*
- Athena SWAN and intersectionality
- Science Europe (2017) *Practical Guide to Improving Gender Equality in Research Organisations*