Considering the diversity and variability of initiatives, there isn't one single, or “right”, way to apply an intersectional lens. However, there are some key considerations and questions to ask at each step of the process. This tool is not exhaustive, but can help you reflect on peoples’ multiple identity factors, and how that may impact their experiences with government initiatives. Given that our work may differ as public servants, this job aid may be adapted and changed to meet your organizational and contextual needs.

The Intersectionality Job Aid will be most effective if you have taken Status of Women Canada's online course, Introduction to GBA+, as it will provide a foundation for Gender-based Analysis Plus (GBA+). If you would like to dig a little deeper into GBA+, see the Demystifying GBA+ Job Aid which offers practical guidance on the use and implementation of GBA+ in your work.
What are the intersecting identity factors of the communities you are addressing? How do these intersecting identity factors impact their lived experiences? How do intersecting identity factors potentially impact the outcomes of your initiative?

<table>
<thead>
<tr>
<th>Consider:</th>
<th>Your own positions, identity factors and biases</th>
<th>Intersectional identity factors</th>
<th>Context</th>
<th>Existing structures</th>
<th>Impacts</th>
<th>Next steps</th>
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</thead>
<tbody>
<tr>
<td>Suggested questions:</td>
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<td></td>
<td>What is your lived experience?</td>
<td>Are there groups that are likely to experience advantages or disadvantages? Have the groups changed over time?</td>
<td>Who says there is an issue? Whose point of view is reflected in defining the problem?</td>
<td>What are the existing structures that protect or disadvantage marginalized communities? (e.g. tax regulations, access to public transit)</td>
<td>Which groups have been impacted by an initiative?</td>
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<td>Specifically, what are your own identity factors, privilege(s)?, oppression(s), and positions of power? in relation to the issue(s) you are addressing (e.g. class, race, education, ability)?</td>
<td>Are there people in your community who are marginalized? Who are they? Where are they? How do they cope with the existing situation?</td>
<td>Have the creation of any recent initiatives disproportionately impacted the lived realities of the group(s) you are addressing? If so, what are they?</td>
<td>What are the specific intersecting identity factors that make people vulnerable to existing frameworks (e.g. low-income single mother, undocumented youth, transperson of colour, rural Muslim)?</td>
<td>What are the intended impacts? Are there unintended impacts?</td>
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<td>Based on your lived experience, what are your assumptions and unconscious biases? Where have you learned them (e.g. family values, community, education)?</td>
<td>Have you considered the existence of such groups in the development of your initiative?</td>
<td>Were the views of the impacted peoples included in the design of the initiative?</td>
<td>Who are the people most impacted by these frameworks? Are there subgroup(s) and identity factors within this larger group that have gone unnoticed?</td>
<td>Have other groups been impacted by the initiative?</td>
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<td>Are you a member of the impacted group?</td>
<td>Is gender the natural entry point for your analysis? Maybe it’s ethnicity, or disability, or another identity factor.</td>
<td>What are the macro, meso, and micro-level conditions and power relations at play?</td>
<td>Who are the peoples included of the communities you are addressing? How do these intersecting identity factors potentially impact the outcomes of your initiative?</td>
<td>Have you consulted with impacted populations? Have you accessed difficult to reach populations?</td>
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<td>Are you directly impacted by the issue(s)?</td>
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Suggested actions:
- Consider the issue from another’s perspective/position. Reflect on your lived experiences, and how your intersecting identity factors may have advantaged and/or disadvantaged you.
- Consider how your organizational culture and priorities impact your perspective, approach and work on the issue.
- Use qualitative and quantitative data to challenge your assumptions.
- Consider smaller studies and academic research, especially in the absence of data on marginalized communities.
- Consider your past experiences, and how you have reacted when feeling disadvantaged.

Identify the groups you may have overlooked and consider their multiple identity factors. Identify which groups have been newly affected. Remember that identity factors are not compartmentalized and they can intersect to create differential impact (e.g. refugees with trauma, Francophone seniors). Work with other federal government organizations when applicable, especially when there are intersecting government priorities and initiatives.

Determine the types of disaggregated data that are available, and identify information and data gaps. Identify relevant issues that have been left out of the discussion, and address them. Reflect on your data sources (e.g. Are they evidence-based?). Identify why this particular group is vulnerable (e.g. historical context, is this an ongoing or emerging issue?). Consider which environmental factors may be contributing to the issue. Determine how should conditions impacting identity factors be accounted for and addressed.

Identify how and where the conditions intersect. Reflect on your reflections, discussions, and unintended impacts of the initiative. Seek best practices from internal and external stakeholders (e.g. other departments, civil society).

Consult with the GBA+ focal point and GBA+ advisors in your organization when needed.

Act in alignment with the Gender Results Framework. Regularly refresh your knowledge (through direct engagement when possible) about the lived experiences of diverse peoples.

Capture and document all of your reflections, discussions, analysis and ideas. Seek best practices from internal and external stakeholders (e.g. other departments, civil society).

Advocate for your needs: seek the resources needed to thoroughly address the issue.

Avoid categorical or checklist approaches as they can be limiting.

Identify (formal and informal) policies that are outdated and should be altered.

Anticipate future trends and evolving social norms (e.g. demographic trends, governmental changes).

Be prepared to engage management in a discussion about taking an intersectional approach to your issue.

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1 See GBA+ online course, Introduction to GBA+, for an in-depth explanation of intersectionality
2 Unearned power, benefits, advantages, access and/or opportunities that exist for members of the dominant group(s) in society. Can also refer to the relative privilege of one group compared to another. (Source: Ontario Human Rights Commission)
3 Positions of power may include power over others, or power with others
4 Global and national-level institutions and policies
5 Provincial and regional-level institutions and policies
6 Community-level, grassroots institutions and policies and the individual/self
7 Disaggregated data refers to data broken down by age, race, ethnicity, income, education, etc.

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