

# Creating Intersectional Policies

According to the African American Policy Forum, “Intersectionality is a tool for analysis, advocacy and policy development that addresses multiple discriminations and helps us understand how different sets of identities impact on access to rights and opportunities.”<sup>1</sup> The Institute for Intersectionality Research and Policy at Simon Fraser University, led by Olena Hankivsky, created the Intersectionality-Based Policy Analysis Framework (IBPA) to guide policymakers.<sup>2</sup> Here is an outline of the two components:

GUIDING PRINCIPLES	12 POLICY QUESTIONS
<b>Intersecting Categories:</b> Human lives cannot be reduced to singular categories (e.g. gender, race, age)	1. What knowledge, values, and experiences do you bring to this area of policy analysis?
<b>Multi-level analysis:</b> inequities are sustained macro (national), meso (state), and micro (campus) levels of policy making.	2. What is the policy problem under consideration? 3. How have representations of the ‘problem’ come about?
<b>Power:</b> An individual can experience power and oppression simultaneously depending on context and time.	4. How are groups differentially affected by this representation of the problem? 5. What are the current policy responses to the problem?
<b>Reflexivity:</b> requires folks to ongoing dialogue of implicit, explicit, personal, professional, and organizational knowledge and how it influences policy.	6. What inequities exist in relation to the problem? 7. Where and how can interventions be made to improve the problem?
<b>Time and Space:</b> Knowledge is situated in particular times and spaces.	8. What are feasible short, medium, and long-term solutions?
<b>Diverse Knowledges:</b> examining the relationship between power and who creates knowledge about the issue.	9. How will proposed policy responses reduce inequities? 10. How will implementation and uptake be assured?
<b>Social Justice:</b> while diverse in its approaches, social justice is concerned with transforming social structures.	11. How will you know if inequities have been reduced?
<b>Equity:</b> not to be confused with equality, equity exists when systems are designed to balance outcomes between more and less advantaged groups.	12. How has the process of engaging in an intersectionality-based policy analysis transformed the following: <ul style="list-style-type: none"> <li>• Your thinking about relations and structures of power and inequity</li> <li>• The ways in which you and others engage in policy development</li> <li>• Broader conceptualizations of power asymmetry</li> </ul>

There are sub-questions to assist folks as they delve into a policy issue to ensure they are creating an intersectional understanding, both of the issue, as well as any solutions created to address the issue. It is not necessary to address all questions when using the IBPA framework. Some questions will be more pressing than others. The first question is considered required for all.

<sup>1</sup> African American Policy Forum. 2013. A primer on Intersectionality. Retrieved from: <http://www.aapf.org/publications/>

<sup>2</sup> Hankivsky, O. (Ed.). (2012). An Intersectionality-Based Policy Analysis Framework. Vancouver, BC: Institute for Intersectionality Research and Policy, Simon Fraser University. Retrieved from: [file:///C:/Users/jparkerderbaghassian/Downloads/Intersectionality\\_Hankivsky\\_Intersectionality-BasedPolicyAnalysis%20\(3\).pdf](file:///C:/Users/jparkerderbaghassian/Downloads/Intersectionality_Hankivsky_Intersectionality-BasedPolicyAnalysis%20(3).pdf)

## ADDITIONAL GUIDES

African American Policy Forum's *A Primer on Intersectionality*

<http://www.aapf.org/publications/>

European Project SOPHIE's *Incorporating Intersectionality in Evaluation of Policy Impacts on Health Equity*

[http://www.sophie-project.eu/pdf/Guide\\_intersectionality\\_SOPHIE.pdf](http://www.sophie-project.eu/pdf/Guide_intersectionality_SOPHIE.pdf)

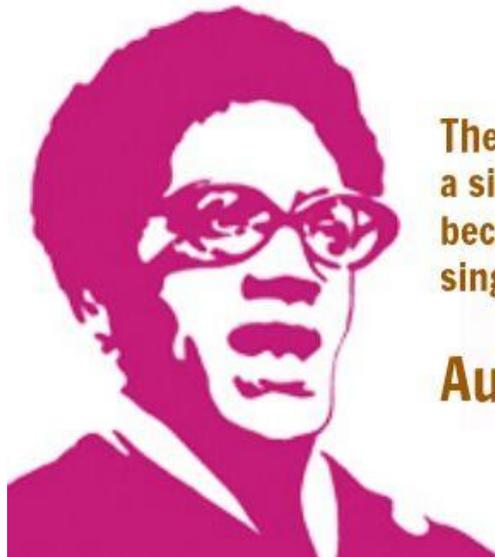
An Open, Digital Classroom on Gender, Intersectionality, & Black Women's Rhetorics's *Intersectionality 101*

<http://www.blackwomenrhetproject.com/intersectionality-101.html>

## CASE STUDIES

The Institute for Intersectionality Research and Policy has the following policy case studies available through their website: <http://www.sfu.ca/iirp/ibpa.html>

- An Intersectional Critical Discourse Analysis of Maternity Care Policy Recommendations in British Columbia
- Intersectionality and the 'Place' of Palliative Care Policy in British Columbia, Canada
- A Call for a Policy Paradigm Shift: An Intersectionality Based Analysis of FASD Policy
- Decolonizing Policy Processes: An Intersectionality-Based Policy Analysis of Policy Processes Surrounding the Kelowna Accord
- Perseverance, Determination and Resistance: An Indigenous Intersectional-Based Policy Analysis of Violence in the Lives of Indigenous Girls
- Reconceiving the 'Problem' in HIV Prevention: HIV Testing Technologies and the Criminalization of HIV Non-Disclosure
- Are There Enough Gay Dollars? An Intersectionality-Based Policy Analysis of HIV Prevention Funding for Gay Men in British Columbia, Canada
- Prefatory: Informing Higher Education Policy and Practice Through Intersectionality, *Journal of Progressive Policy & Practice*, Volume 2, Issue 3, Fall 2014. <http://caarpweb.org/wp-content/uploads/2014/12/Mitchell-Sawyer-2014.pdf>



**There is no such thing as  
a single-issue struggle  
because we do not live  
single-issue lives.**

**Audre Lorde**

For LGBTQ Equity and  
Inclusion resources, visit:  
[www.rainbowhealth.org](http://www.rainbowhealth.org)