

What is intersectionality?

Intersectionality: the understanding that inequalities and oppression cut across different identity categories, and that social identities have multiple dimensions; for example, gender is not the only element of a woman's identity that can affect political participation – age, race, (dis)ability, class, sexual orientation, among others, must be considered in conjunction.

Check yourself: intersectionality in legislation

This set of questions can be used to examine the potential outcomes and impacts of legislation, helping to identify legislative responses that promote equity, social justice, and positive social and structural change.

- ❖ Does the legislation recognise multiple intersecting identities (including 'race', ethnicity, sex, class, (dis)abilities and sexuality) and systems (including classism, heterosexism)?
- ❖ What are the potential direct and indirect impacts of the clauses of the legislation on different groups/identities in the country? Will they promote equity or exacerbate inequity?
- ❖ What additions/deletions might be required to better address intersectional inequities and promote social justice?
- ❖ How might the legislation interact with other pieces of legislation/policies/programmes to reduce or entrench inequity?

(Adapted from the United Nations High Commissioner for Refugees' Intersectionality-Based Policy Analysis framework)