INTERSECTIONALITY
Qestions for applying
intersectionality to a project

Guiding questions for applying intersectionality to a project

Working for intersectional inclusion requires ensuring that an intersectional approach is applied throughout the whole project cycle and its different phases: design, implementation, and monitoring and evaluation.

The following non-exhaustive list of questions could help to apply the intersectional approach by reflecting on the level of inclusion of all groups concerned by an action and by assessing materials or symbolic barriers that could jeopardise their participation on equal terms.

This list is a suggestion. There is no model fits-all and the specific context of a concrete intervention should always be thoroughly analysed.

Understanding the context and reaching out

Who are all the people affected by the problem our project is willing to address? How can we reach them?
Which data is available regarding the problem? Is it inclusive/segregated enough? Does it consider the experience of different groups affected by the situation? Was it produced by such groups?
How do the affected individuals identify themselves? Do they identify themselves as a group?
How does the problem affect the affected group/individuals in general and in their daily life? Is there any relation between a specific identity trait and a situation of discrimination?
Do the group/individuals perceive themselves as invisible in society? What difficulties may arise from this situation?
Does the project team have a good understanding and knowledge of the power dynamics and privilege hierarchies in the specific context of the project? If not, who could help to obtain them?

Which social mechanisms are perceived to perpetuate this situation? Which social mechanisms exist for addressing this issue? Do the affected group/individuals think that they work?
Are the affected group/individuals in a position to be engaged in the project (interest, time availability, symbolic constraints, etc.)? If not, how can this be improved, what is needed (e.g., language facilitation, care services for dependent people, people in the team that are closer to the communities)?
Who would be necessary to engage for an improvement? How do we bring them into the conversation? How can we initiate a dialogue between stakeholders and affected groups/ individuals? How can this lead to agreements on which actions to take? Are local political and policy contexts conducive to design a culture programme in the country and/or integrate/mainstream culture in other programmes?
What is the position of the project leaders vis-à-vis the affected individuals? How could this jeopardize honest dialogue and how can it be built in cooperation?
Is there any successful action taken by affected group/individuals to counter intersectional discrimination that could be shared /replicated /discussed? Is there any relevant learning from previous achievements/activities?

Designing and programming

Does the Action tackle gender and other forms of inequality in connection with human rights frameworks/ conventions and the needs/priorities of those most affected?
Have all the angles of the intervention in the target country/region been explored? For example, through a multidisciplinary (policy, social action, media, awareness campaign) or multi-thematic methodology including themes such as climate, culture, human rights, the economy, etc.
Does the Action address (directly or indirectly) changes in norms, attitude and/or behaviour? To what concrete intersectionality-responsive improvements at macro, meso and micro level will this action contribute?
Are the concepts, words and definitions used inclusive of people's experiences? Is our communication *intersectionally* sensitive? Why is this important for a project?
Are the affected groups/individuals engaged in the design of the project?
Does the project steering committee need to learn more about intersectionality, gender equality and non-discrimination? What activity could fill these potential gaps?
How can the project create synergies and collaboration between marginalised groups? How can this collaboration be sustained after the project?
Has the long-term sustainability of the intervention and ownership of local actors been considered?
How can the project help to reduce intersecting discrimination in the long term? How can it make invisible realities visible? How can it empower affected groups?

Monitoring & Evaluation (M&E)

Are the affected groups part of continuous M&E of the project? How are they engaged?
What mechanisms have been put in place to allow flexibility in the action of the project?
How to monitor, evaluate and learn from the intervention, building on existing good practices and methodologies?
Do the indicators make it possible to assess the level of exclusion of the relevant groups? Which inclusion mechanisms have been anticipated?

The questions is this document have been compiled from the Council of Europe's training on Gender mainstreaming, Diversity and Intersectionality.