

HOW TO MAINSTREAM Intersectional inclusion in your project ?

Are you launching or updating a project and want to use the core principles of intersectional inclusion? Here you will find key points for reflection to guide you in this process.

Please note that this document is not exhaustive and only provides general ideas that need to be adapted to the specificity of the projects implemented.

1. THE CONTEXT

Applying an intersectional lens towards the achievement of human rights could prevent exclusion and marginalization, as well as combat the multiple forms of discrimination that many people face.

Make sure to think about the power dynamics that might affect participation in the target group, including the material and immaterial constraints for participants.



Involve the target groups in identifying the problem(s) that may be hindering participation to the project and possible actions. Use international standards and successful actions from good practice databases. Bottom-up dynamics, empathy, transparency, trusting dialogue, and ensuring the representation of affected groups are essential to ensure long-term ownership and inclusion.

2. IMPLEMENTATION

Use concepts, words, and definitions that are meaningful to the experiences of participants.

Communicate about your project by being sensitive to the given context, giving everyone the opportunity to share their challenges and readjust your activities if new forms of discrimination emerge during the implementation.



Organise specific spaces for reflection about intersectionality within the project, strengthen cooperation and solidarity within the group through facilitated exercises.

3. EVALUATION

Establish indicators to measure the level of exclusion. **Identify situations that do not yet allow for equal participation in all aspects of the project.** Conduct debriefings with participants to understand where inclusion could be more effective.



25 Questions for projects managers

Here you can find [a list of specific questions](#) adapted to the design, implementation and evaluation stages of your project.