

INTERSECTIONALITY

25 questions for applying intersectionality to a project

Suggestions of questions for applying intersectionality to a project

Working for intersectional inclusion requires ensuring that an intersectional approach is mainstreamed throughout the project design, implementation, and design.

For this purpose, a non-exhaustive list of questions is proposed. Asking these questions in the context of a project may help in addressing how embedded the intersectional approach is; by continuously monitoring the degree of inclusion of all groups concerned by an action and looking at material and symbolic barriers that may hinder their participation on equal terms.

Understanding the context and reaching out

Which data regarding the problem are available? Do they reflect the experience of all groups affected by the situation? Were they produced by such groups ?
Does the project team have a good understanding and knowledge of the power dynamics and privilege hierarchies in this context? If not, who could help to obtain them?
Who are all the people affected by the problem our project is willing to address? How to reach them?
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, care services for dependent people, people in the team that are closer to the communities)?
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?
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 ?

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?
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?
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?

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 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?
Comment les groupes/individus concernés participent-ils à la conception du projet?
Does the project steering committee need to learn more about intersectionality or be educated about 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 intersectioning discrimination in the long term? How can it make invisible realities visible? How can it empower affected groups?

Monitoring & Evaluation

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 in this document have been compiled from the [Council of Europe's training on Gender mainstreaming, Diversity and Intersectionality](#).

