



# Intersectionality: A Framework to Build Back Better

UNITED NATIONS VIRTUAL  
EXPERT GROUP MEETING

TUESDAY 25<sup>TH</sup> MAY 2021

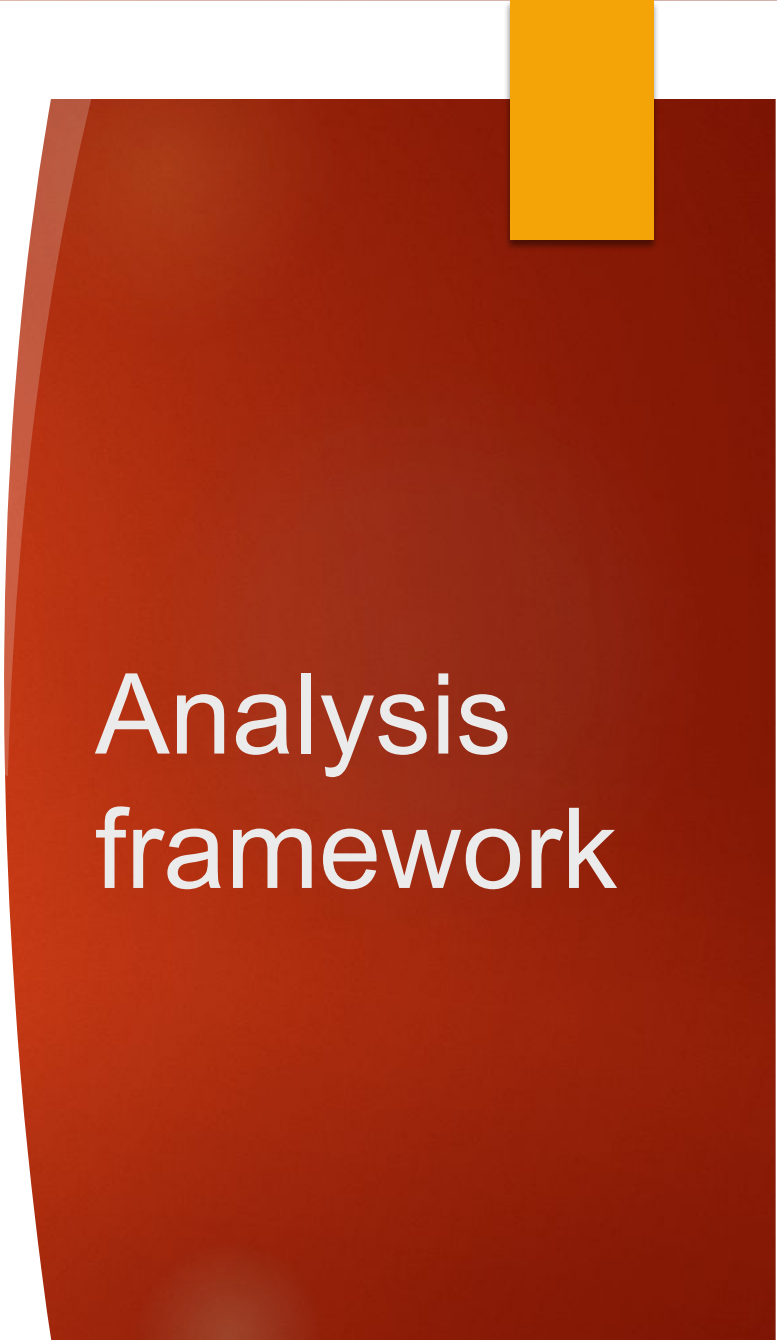
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## Human rights principles

- Voice, choice and autonomy
- Equality and non-discrimination
- Equality of opportunity
- Full and effective participation
- Universal design & accessibility

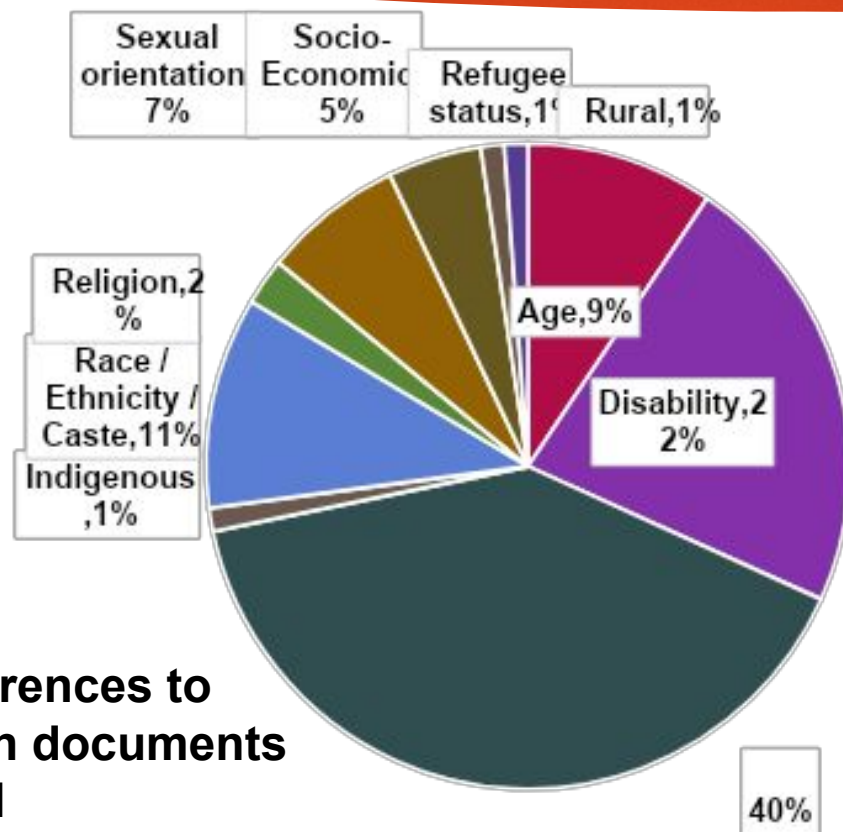
## Intersectionality enablers

- Intersecting categories
- Power
- Diverse knowledges
- Reflexivity
- Social justice/transformational
- Time & space



Analysis  
framework

# Key findings: Intersecting categories

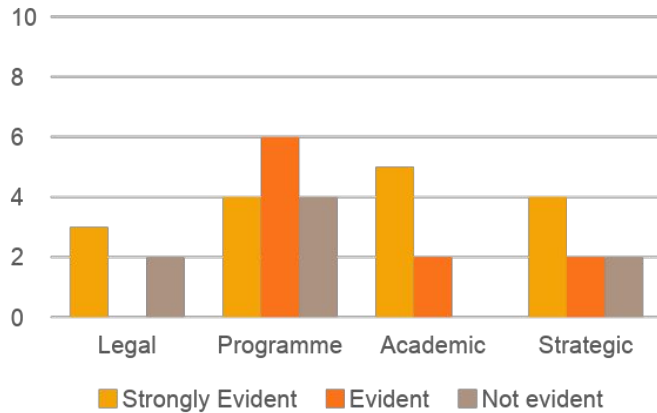


Proportion of references to different categories in documents reviewed

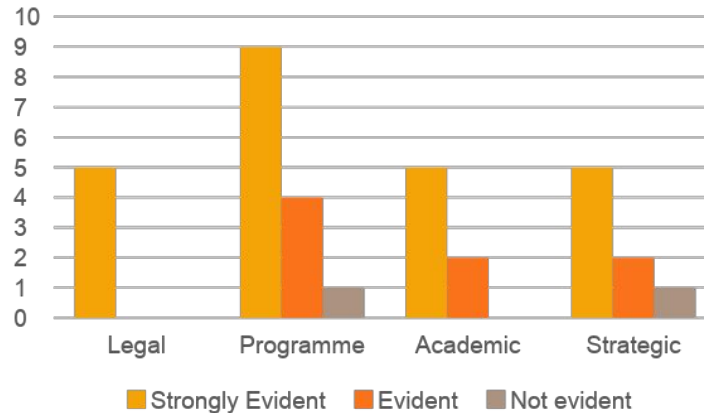
Over 70% of the documents reviewed made reference to gender, disability and age as specific categories of identity and examined the impact of intersections between these. Very few looked in detail at other discriminated groups such as race, ethnicity, LGBTQIQ+.

# Key findings: Human rights principles

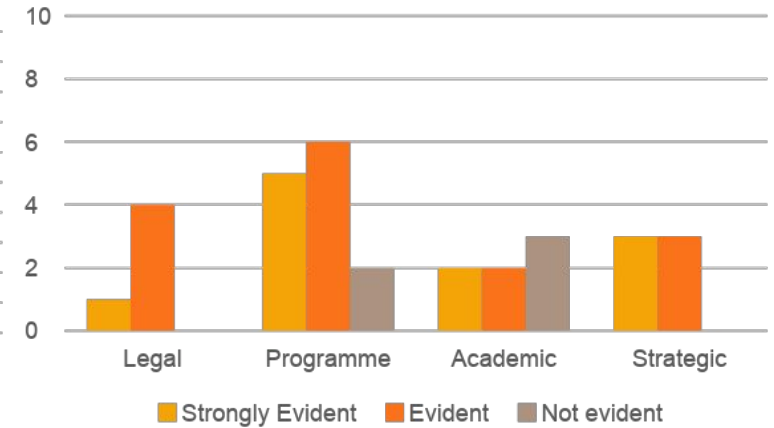
## Voice, Choice & Autonomy



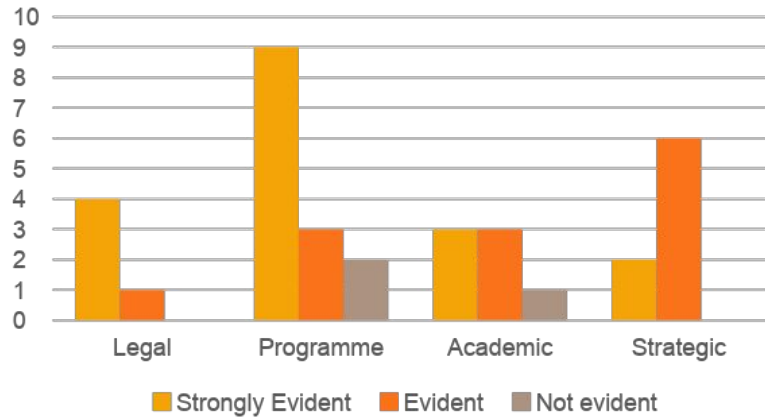
## Equality & non-discrimination



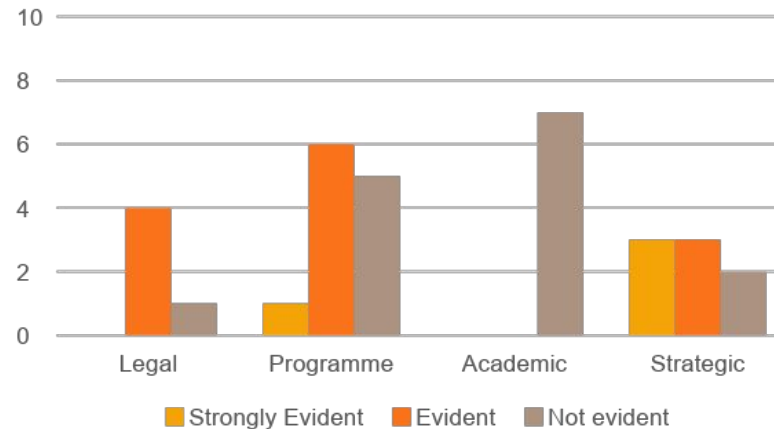
## Participation



## Equality of opportunity



## Accessibility

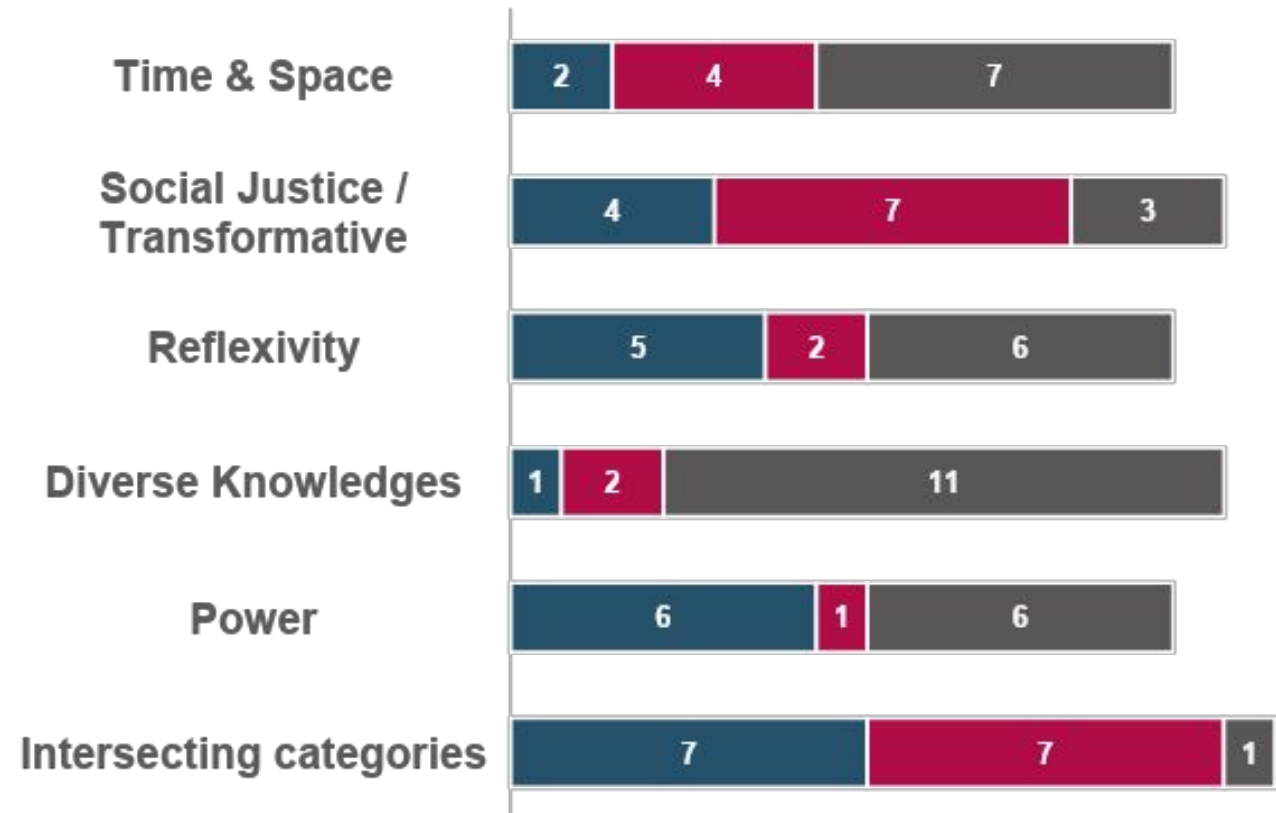


## Key findings: Intersectionality enablers

- ▶ Most significant gap evident in diverse knowledges. This was substantiated by survey responses which starkly highlighted how no intersectionality strategies on budgeting were shared.

### Reflection of intersectionality enablers in all programme related literature reviewed

■ Strongly Evident   ■ Evident   ■ Not evident



# Key findings: Interdependence

The analysis raised critical questions around interdependence - within and across - intersectionality enablers and human rights principles:

- How can you understand/address 'meaningful participation' (mentioned in 74% of documents analysed), yet not address diverse knowledge (34%) and reflexivity (34%)?
- How can you address intersectionality through the principle of equality and non-discrimination (91%) without addressing accessibility (49%)?

## Recommendations

- 1. Start with intersectionality enablers, rather than specific identities**
- 2. Ensure sufficient consideration of accessibility**
- 3. Have a strong focus on diverse knowledges and reflexivity**
- 4. Interdependence is critical**
- 5. Intersectionality is a mindset, first and foremost**

# Thank you

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