Australian Government

Australian Sports Commission

Roadmap:

An **all in**clusive approach to governance and leadership in Australian sport

⚙ TOOL 6:

Intersectionality-Based Policy Analysis Tool

Adapted from: Hankivsky, O. (Ed.). (2012). An Intersectionality-Based Policy Analysis Framework. Vancouver, BC: Institute for Intersectionality Research and Policy, Simon Fraser University.

Inquiry questions

Key question	Considerations	Your notes
What do you bring to this area of policy analysis?	• What are your personal values, experiences, interests and beliefs? • How do these personal experiences relate to social and structural locations and processes (e.g., gender, 'race' and ethnicity, socio-economic status, sexuality, gen¬der expression and age; patriarchy, colonialism, capitalism, racism and heterosexism) in this policy area?	
What is the policy 'issue' under consideration?	• What assumptions (e.g. beliefs about what causes the issue and which population(s) is/are most affected) underlie this representation of the 'issue'?	

Key question	Considerations	Your notes
How are groups differentially affected by this representation of the 'issue'?	• Who is considered the most advantaged and who is the least advantaged within this representation? Why and how? • How do current representations shape understandings of different groups of people?	

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Key question	Considerations	Your notes
What are the current policy responses to the issue?	• Who has responded to the 'issue' and how? • What are the current policy responses trying to achieve? • Do current policies focus on target groups? • How do existing policies address, maintain or create inequities between different groups? • Do existing responses create competition for resources among differently situated groups?	

Innovation questions

Key question	Considerations	Your notes
What inequities exist in relation to the issue?	• Which are the important intersecting social locations and systems? For example, how do systems of inequality (racism, colonialism, classism, heterosexism) interact in relation to this policy issue? • Where will you look to find necessary information to help you answer this ques-tion? • What potential approaches can be used to promote discussion of the issue across differently affected groups? • What are the knowledge/evidence gaps about this issue across the diversity of the population?	

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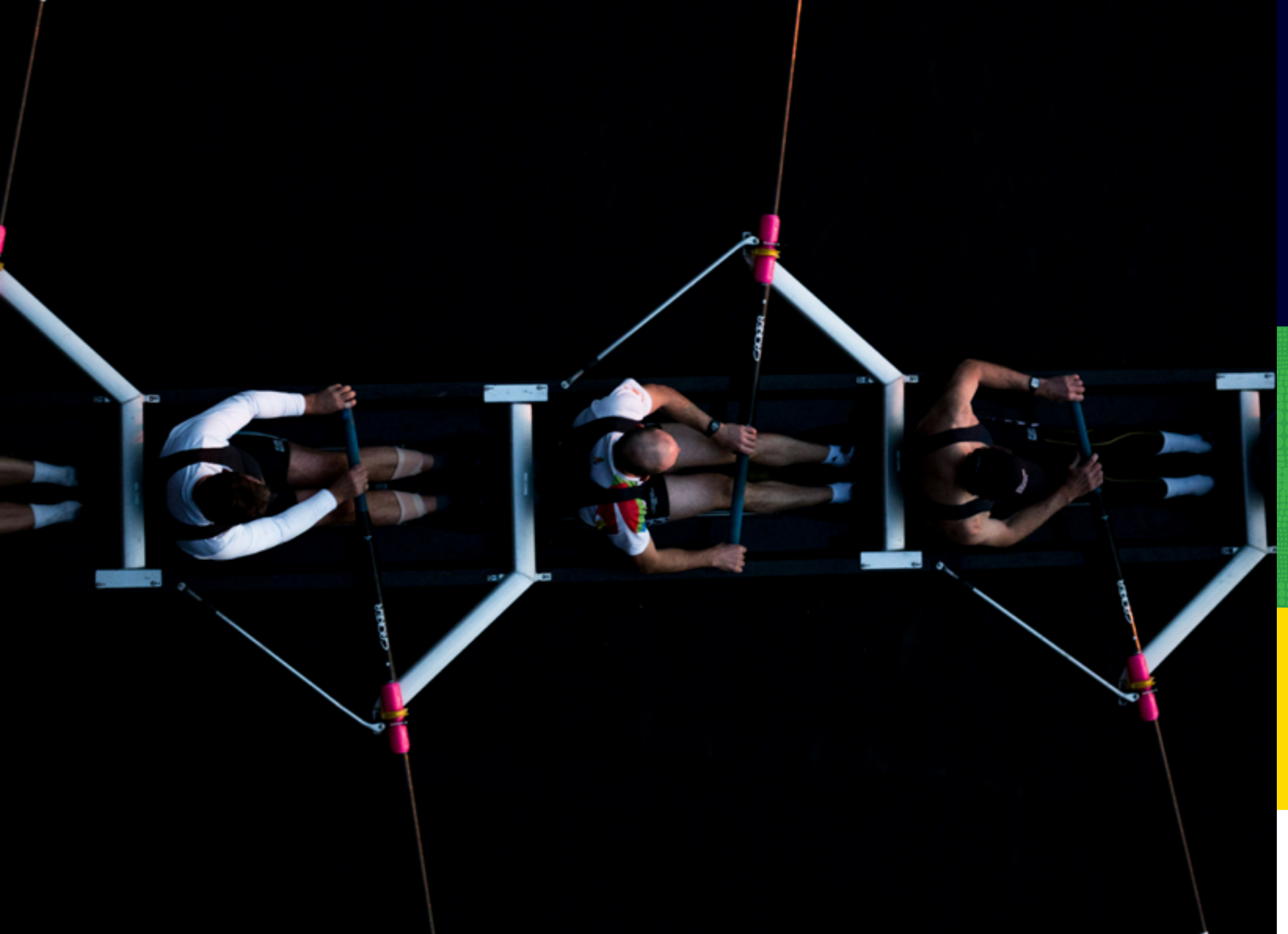## Intersectionality-Based Policy Analysis Tool

Key question	Considerations	Your notes
Where and how can interventions be made to improve the issue?	• What are the logical entry points? What are the available policy levers? • Who is part of the proposed intervention? Who is positioned to influence and implement the intervention? • What role can diverse stakeholders play in these interventions? How will they be meaningfully engaged and supported in providing input?	
Where and how can interventions be made to improve the issue?	• How will proposed options address inequities and promote social justice? How will you ensure that the proposed options do not reinforce existing stereotypes and biases or produce further inequities for some populations? • How will the solutions interact with other existing policies? • What might be the challenges and opportunities for proposed policy solutions?	

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Where and how can interventions be made to improve the issue?	• How will proposed options address inequities and promote social justice? How will you ensure that the proposed options do not reinforce existing stereotypes and biases or produce further inequities for some populations? • How will the solutions interact with other existing policies? • What might be the challenges and opportunities for proposed policy solutions?	
How will implementation and uptake be assured?	• Who will be responsible (and who is best positioned) to ensure the implementation of the policy recommendations? • What time frames and accountability mechanisms are identified for implementation? • How do the policy solutions encourage solidarity and coalition building across divergent interests and groups?	

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Key question	Considerations	Your notes
How will you know if inequities have been reduced?	• How will you measure policy implementation and outcomes? • What intersectional factors will be measured in the evaluation process? How will they be measured? • How will affected groups be meaningfully engaged in assessing the reduc¬tion of inequities? • What will be the measure of success?	
Where and how can interventions be made to improve the issue?	• How will you know if inequities have been reduced?	

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