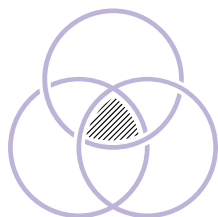


Intersectionality & Knowledge Translation

Guide Sheet

Intersectionality



What is intersectionality?

Intersectionality* is a way of looking at the world that recognizes that people's experiences are shaped by a combination of social factors, including their gender, racialization, age, among others.¹⁻⁷ These experiences occur within and interact with connected systems and structures of power, such as sexism and racism.¹⁻⁷

Note that there are various definitions of intersectionality and that they are evolving.

Taking an intersectional approach involves being inclusive and considering the unique experiences of those on your teams and in your communities.



Please note: Taking an intersectional approach is needed to recognize the importance of individuals' social identities within the greater context of systems and structures of power. These reflect macro systems of privilege and oppression. Keep in mind that recognizing areas of advantage, disadvantage, and oppression may bring up feelings of confusion, guilt, distress, among others. It is okay to feel uncomfortable. There is a difference between feeling uncomfortable and unsafe.

What are intersecting categories?

Intersecting categories include age, gender identity, sex, and other aspects of one's lived experience. These aspects interact to form a person's identity (See Figure 1).⁶⁻⁸ One's intersecting identities reflect larger systems of oppression/privilege (e.g., sexism, ageism).⁶⁻⁸

A person's social identities shape their experiences in the world and how they view it (including the conscious and unconscious biases they hold).

You can learn more about how to consider your biases as you start to look at the knowledge translation project management steps.

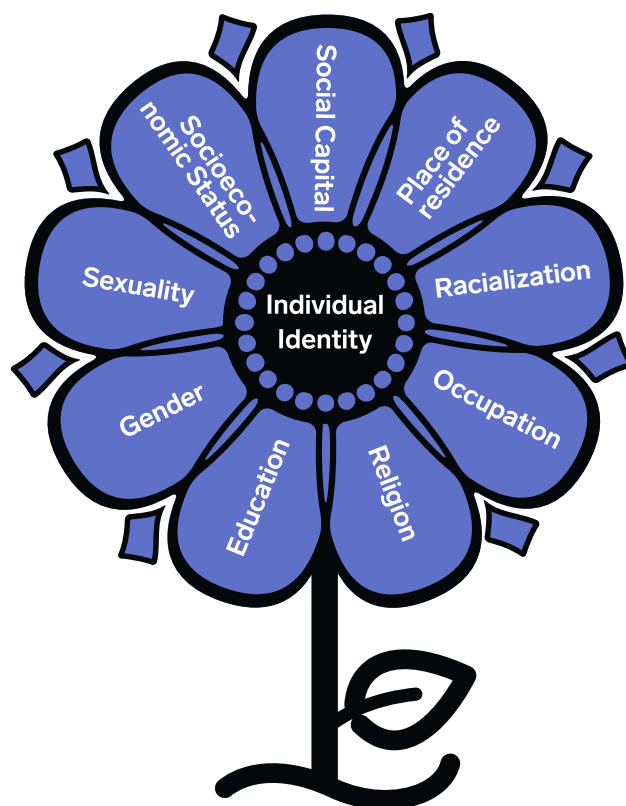


Figure 1. Visual representation of some intersecting categories.^{6,9,10} The categories mentioned in this figure are not an exhaustive list.

Knowledge Translation

What is knowledge translation?

Knowledge translation (KT) is the process of moving evidence into health care practice.¹¹

KT intervention developers are people who create KT interventions designed to improve health care.

For example, a KT intervention developer may design a KT intervention to change how often nurses encourage patients to exercise in long-term care homes. The KT intervention may include restructuring nurses' workflow and delivering in-person education sessions.



Before starting your KT project, consider the biases you may have as an individual and as a team. A bias is a preconceived judgment for or against a particular individual or group.¹²

How do you take an intersectional approach to KT?

Intervention developers can take an intersectional approach to KT by considering the dynamic nature of social identities and their interactions with social structures and systems that may oppress or privilege different groups.

These social identities and their interactions can be considered at all stages of the KT process. When doing this, you can think about the people designing (e.g., KT intervention developers) and receiving (e.g., clinicians) the KT intervention and those affected by it (e.g., patients).

References

1. Collins, P. H. Routledge. 1990. <https://trove.nla.gov.au/version/21207078>
2. Crenshaw, K. U. Chi. Legal F. 1989;139.
3. Crenshaw, K. The politics of law: A progressive critique. 1990;195.
4. Crenshaw, K. Stanford Law Review. 1991;43(6), 1241-1299. doi:10.2307/1229039
5. The Learning Network. Issue 15: Intersectionality. 2015. Accessed February 7, 2019.
6. Hankivsky, O., Grace, D., Hunting, G. et al. Int J Equity Health 13, 119 (2014) doi:10.1186/s12939-014-0119-x
7. Hankivsky, O. The Institute for Intersectionality Research & Policy, SFU. 2014;1-34. Accessed February 7, 2019.
8. City of Ottawa and City for All Women Initiative. CAWI. 2015. Accessed February 6, 2019.
9. PROGRESS-Plus. Cochrane Equity Methods. Accessed November 12, 2019.
10. O'Neill, J., et al. Journal of Clinical Epidemiology. 2014;67:56-64.
11. Government of Canada. 2010. <http://www.cihr-irsc.gc.ca/e/40618.html>. Accessed May 28, 2019
12. Office of Diversity and Outreach. UCSF. <https://diversity.ucsf.edu/resources/unconscious-bias>. Accessed May 7, 2019.