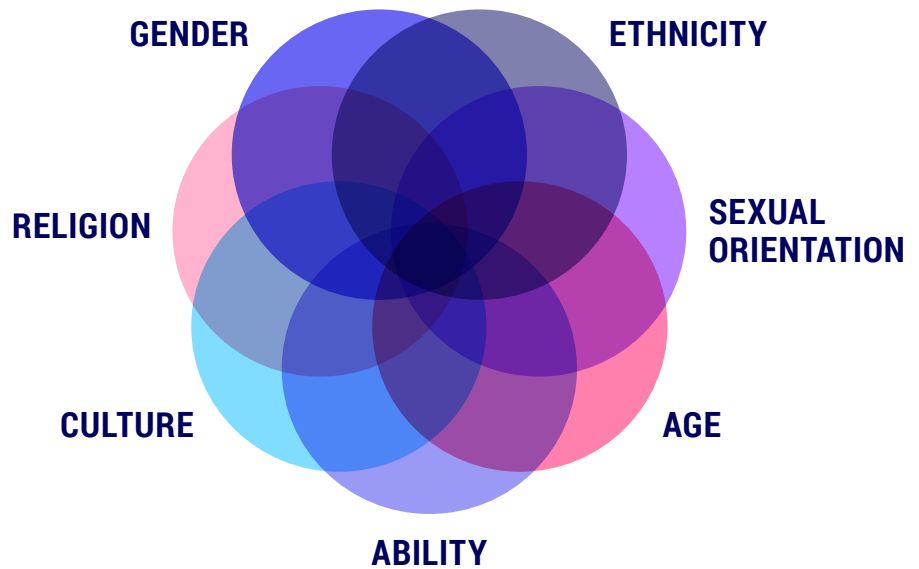



# WHAT IS INTERSECTIONALITY? AND WHY IS IT IMPORTANT IN GENDER EQUITY?

**INDIVIDUALS HAVE MULTIPLE IDENTITIES** based not only on gender, but other dimensions such as ethnicity, sexual orientation, age, ability, culture and religion. The inequities experienced by different individuals are unique because of the different dimensions that shape their identity.



 **FOR EXAMPLE,** a Muslim woman who uses a wheelchair will encounter more barriers by virtue of her gender, religion, and ability interacting than a Muslim woman who is able-bodied. When we look for solutions to systemic oppression that account for ways our identities overlap, that is **INTERSECTIONALITY**.



When we make policy and program decisions, we need to **CONSIDER INTERSECTIONALITY TO BETTER UNDERSTAND AND MEET THE NEEDS OF PEOPLE WHO ARE UNDERREPRESENTED IN CANADIAN SPORT**. One solution may not work for all women and girls. If we don't acknowledge this, we risk building more barriers to true equity.

## HERE ARE 4 WAYS YOU CAN START TO TAKE AN INTERSECTIONAL APPROACH TO GENDER EQUITY:



Review your membership and leadership to identify whether they include a broad range of intersecting identities to be truly representative.



Establish criteria and targets to hold yourself accountable for improving diverse representation.



Be proactive in seeking opinions from women with intersecting identities to learn more about how factors such as race, ethnicity, ability, and socioeconomic status combine to impact their sport experience.



Engage in training on unconscious bias, which are beliefs we hold that may discriminate against certain identities.



Finally, consider taking the **Gender Equity LENS e-module** ([womenandsport.ca/lens](https://womenandsport.ca/lens)) to learn how to create conditions for inclusion of all girls and women.