

# Taking an intersectional approach to evaluation and monitoring: moving from theory into practice

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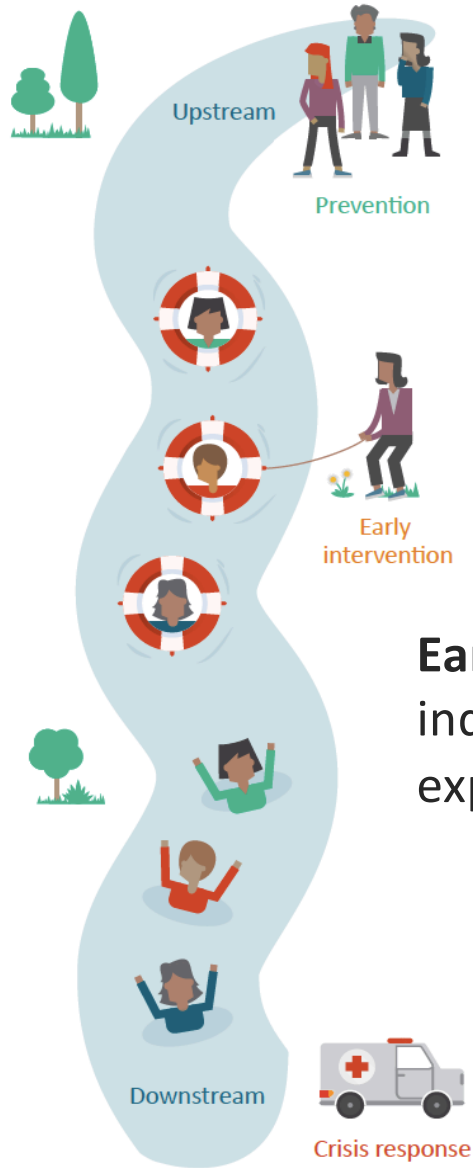
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# 1

## Introducing PVAW\* and our aims for today

\*Prevention of violence against women





“Gender equality is the core of the problem, and is the heart of the solution”

Change the story, 2015

**Primary prevention** – whole of population initiatives that address the primary, underlying drivers of violence

**Early intervention**- aims to ‘change the trajectory’ for individuals at higher than average risk of perpetrating or experiencing violence.

**Response services**- supporting survivors and holding perpetrators to account (aims to prevent reoccurrence of violence)

## Aims for today

1. Clarify key concepts and terminology
2. Examine the application of intersectional theory into evaluation practice
3. Look at practical steps for enhancing your practice

*Intersectional work shouldn't close a space down, but open it up.*

Marai Larsai 2016





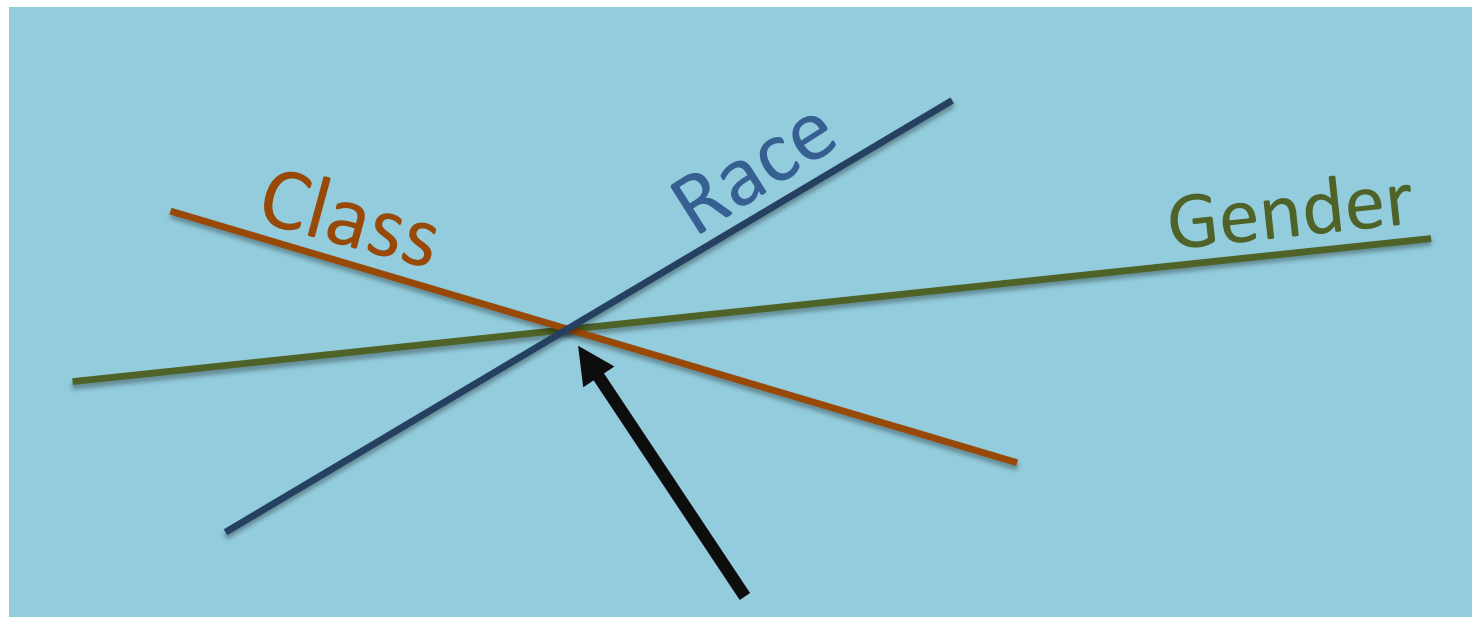
# 2

## Key concepts



## Intersectionality: Kimberlé Crenshaw - 1989





# Intersectionality: myths, misunderstandings and misapplications

## Intersectionality IS:

- ✓ considering bias, dominant identities and thinking
- ✓ about critical reflection
- ✓ considering the interactions and intersections of social structures
- ✓ part and parcel of our work

## Intersectionality ISN'T:

- ☒ about vulnerability, hard to reach, 'complex identities'
- ☒ the 'Oppression Olympics' – not about counting privilege and disadvantage and competing over them
- ☒ an 'additional area' or 'add on' to current work



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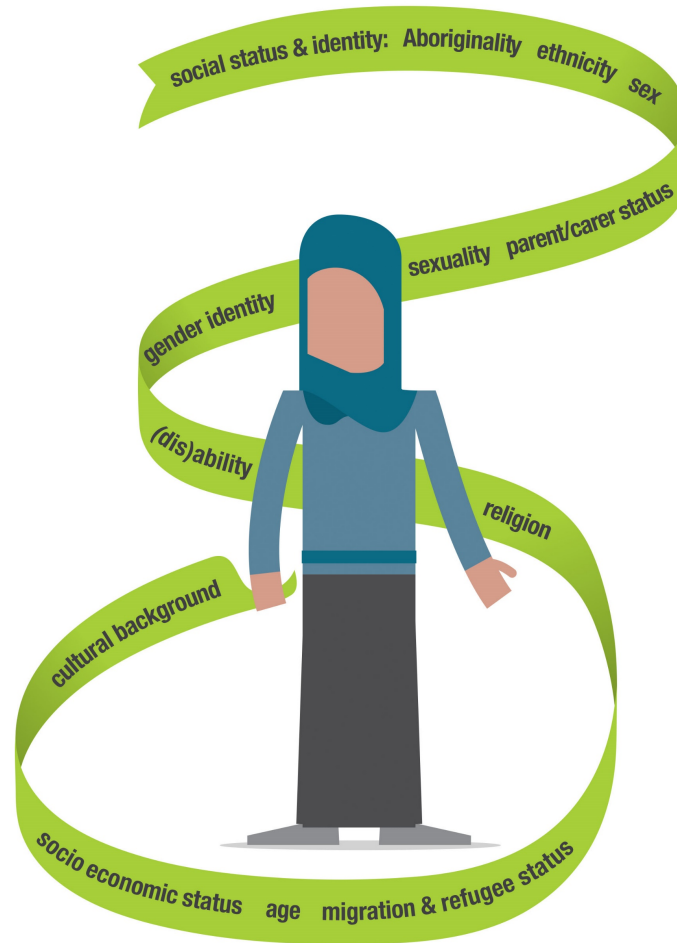
“I am not suggesting that diversity cannot do good work, but it has to be combined with justice. Diversity without structural transformation simply brings those who were previously excluded into a system as racist, as misogynist, as it was before.”

Angela Davis, 2018

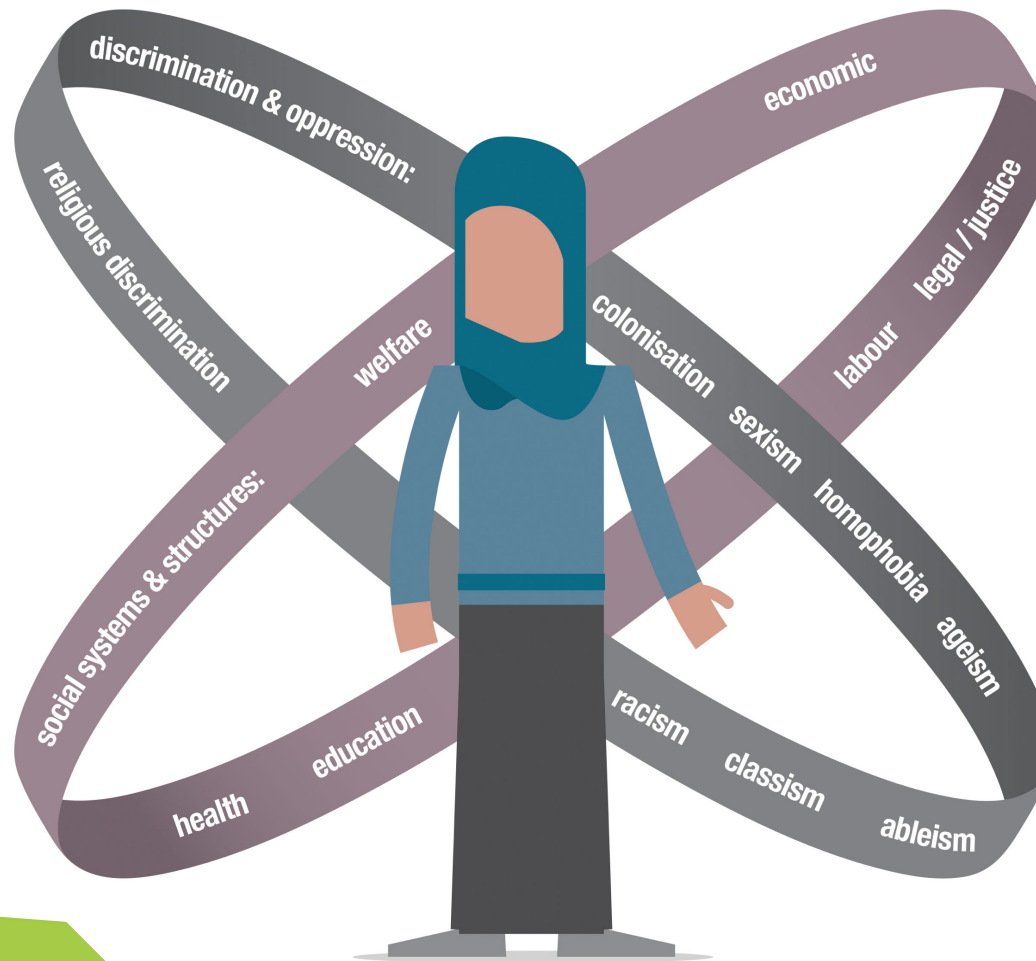
**diversity** asks: who's in the room  
**equity** responds: who's trying to get in the room but can't, and whose presence in the room is under constant threat of erasure

**inclusion** asks: has everyone's ideas been heard? **justice** responds: whose ideas won't be taken seriously because they aren't in the majority

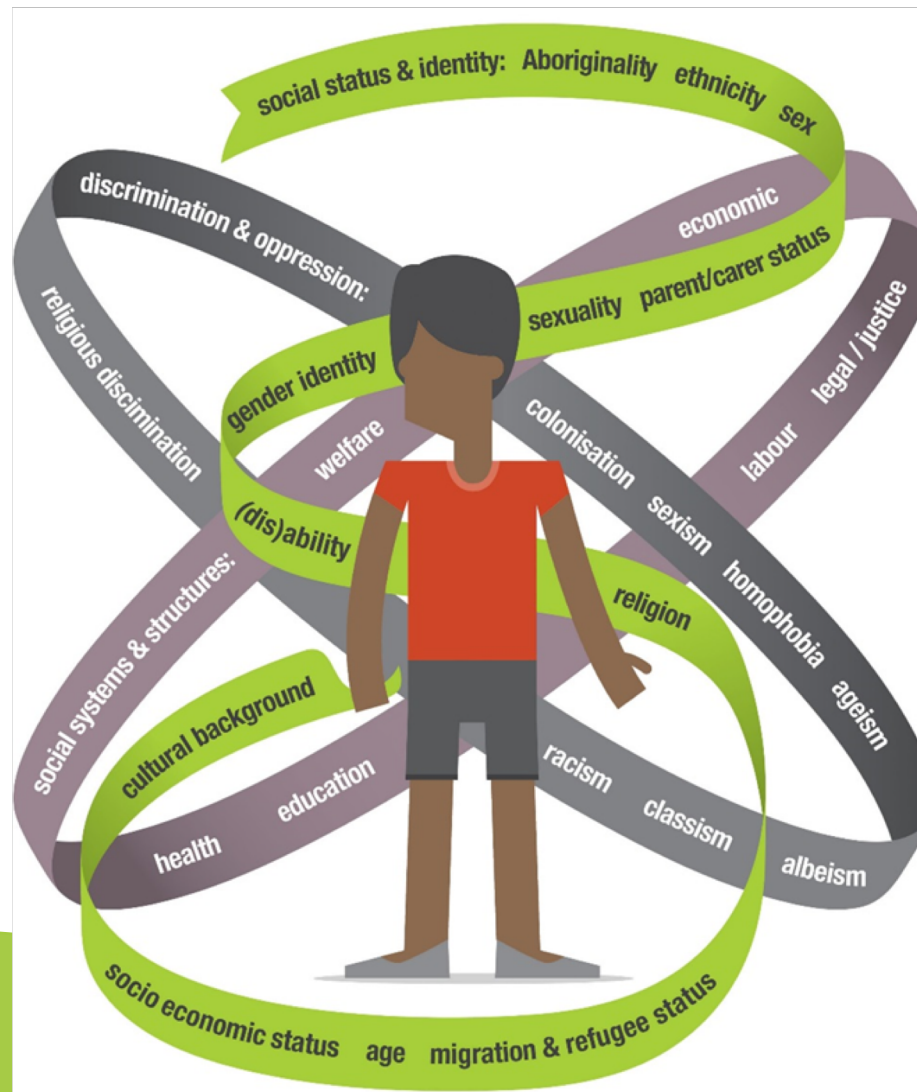
Intersectionality is...?



**Prevention work  
aims to address  
discriminatory  
norms, practices,  
systems and  
structures**



## How we conceptualise intersectionality at Our Watch





# 2018-2020 Organisation Strategy to Strengthen our Intersectional approach



## Examples of Actions

- Review website
- Establish external pathways
- Improve internal capacity
- Update Style Guide
- Collect data to track staff understanding/performance
- Diversify staff recruitment
- Establish a Community of Practice
- Assign Intersectional Reps for projects

...Evaluate your progress!



## Evaluation Specific Objectives

### **Objective 4: Demonstrate continuous improvement in the articulation and application of an intersectional approach when building our evidence base and our approach to evaluation**

- Action: Identify emerging evaluation and research principles and practices
  - Develop a complete draft of Our Watch's Evaluation Practice Guide to outline how to apply an intersectional approach to evaluation and research
- Action: Improve external data collection
  - Identify standard questions for demographic identifiers
  - Establish standards to report on demographic trends ethically and meaningfully



# 2

## Applying intersectional theory to evaluation practice

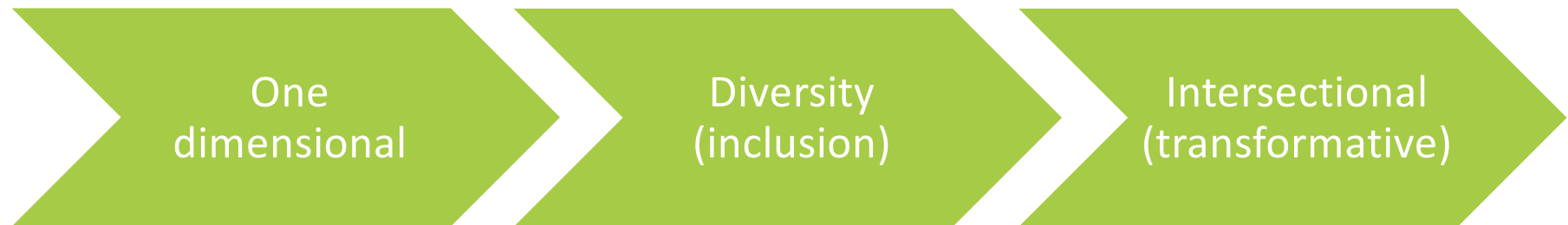


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Evaluations that:

1. Are inclusive
2. Challenge assumptions about who holds the power, or what people are capable of
3. Highlight intersecting forms of discrimination



## Case study: Respectful relationships education (RRE)



## RRE evaluation- grappling with intersectionality

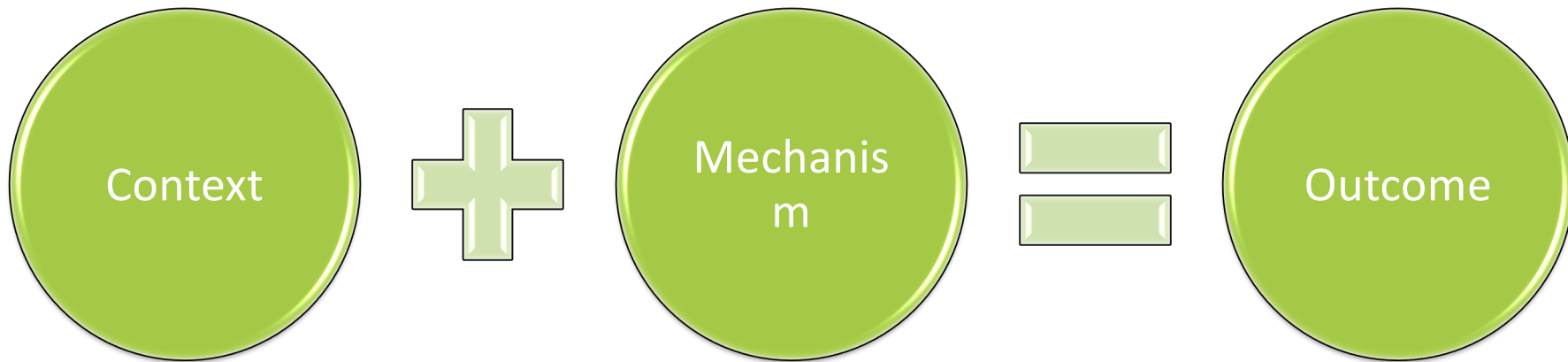


## Video- Eva Sarr and Justin Jagosh



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## Realist evaluation as a tool for understanding social reality, using an intersectional lens...



- Intersectionality of RRE team, school staff, school community and students.

Whole of school approach to RRE

- Other school attributes, culture and resources



# Triangulation

**Parent reflection survey**  
Post RRE

**Student survey**  
Pre-post RRE

**Student focus groups**  
Discussing key concepts  
related to respectful  
relationships

Are students  
more equipped  
to engage in  
equal,  
respectful  
relationships?

**Teacher reflection tool**  
Observations of students  
behavior, language,  
interactions

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## Group discussion

- Consider a client group you are currently evaluating/have evaluated. Have categories focussed on ‘one dimension’?
- Discuss how this could be expanded and why you might want to take apply an intersectional lens.
  - How would this enhance/help contextualise your findings?
  - What might be the response to including this in your evaluation?  
Should we expect pushback?
- 5 minutes- GO!



# 3

Where to next? 10 tips!





# Intersectional lens- changes you can make now

## 1. Document relevant assumptions

- Document any assumptions about the intersecting forms of discrimination that may be present, but not addressed in the current design (eg. In your logic model)

## 2. Realist methods

- What works, under what circumstances and for **whom**? And why?

## 3. Advisory group

- Consider an intersectionality advisory group....provided you're prepared for genuine engagement

## 4. Highlight strengths

- Beyond a deficit model of social, environmental or cultural change

## 5. Beyond demographics

- see next slide



## Asking demographic questions

*How old are you?*

- ☐ Open text
- ☐ Prefer not to say

*Please indicate your gender: (select one option only)*

- ☐ Male
- ☐ Female
- ☐ Trans female
- ☐ Trans male
- ☐ I identify as...(please specify)
- ☐ Prefer not to say

*Do you identify as (select all that apply)*

- ☐ Aboriginal
- ☐ Torres Strait Islander
- ☐ Neither
- ☐ Prefer not to say

**Figure 3**

**Do you think that your identity influenced your experience of the recruitment process?**

Please tick all factors that you feel influenced your experience.

- ☐ Yes, my ethnicity
- ☐ Yes, my gender
- ☐ Yes, my gender identity
- ☐ Yes, my disability status
- ☐ Yes, my age
- ☐ Yes, my sexual orientation
- ☐ Yes, my religion or belief
- ☐ Yes, my marriage or civil partnership status
- ☐ Yes, my pregnancy

Please describe if you would like to.

From: Chistoffersen (2017)

[Intersectional approaches to equality research and data](#)



# Intersectional lens- more substantial shifts

## 6. Interrogate assumptions

- Whose understanding of the 'problem' sets the approach?
- Who is being compared to whom, and why?

## 7. Internal culture and practices within your organisation

- See Loren's slide on intersectionality strategy and key actions
- Communities of practice

## 8. Ongoing reflective practice

- What do your experiences/blindspots mean for your evaluation practice?
- 'reflective adaptation'

## 9. Big data

- Individual records and larger sample sizes that tell the bigger story....



## Big data- Example

Case Example:

<https://www.nytimes.com/interactive/2018/03/19/upshot/race-class-white-and-black-men.html>

Build your own:

<https://www.nytimes.com/interactive/2018/03/27/upshot/make-your-own-mobility-animation.html>



## Intersectional lens- final tip


### 10. Sit with discomfort and complexity



## PVAW and Intersectionality Resources

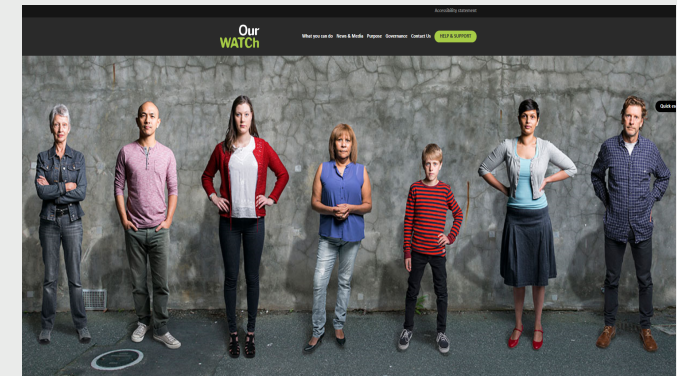
- Kimberlé Crenshaw, TedWomen 2016: *The urgency of intersectionality*  
[https://www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality](https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality)
- How to Change the story: [Putting Prevention into Practice](#) - check pg 49-71
- The Our Watch [Conference Reflections](#) report gives a good overview of key learnings from a conference Our Watch hosted that summarises key learnings from a two day conference stream that covered intersectionality.
- An abridged version of the 2018-2020 [Our Watch Strategy to Strengthen our Intersectional Approach](#)
- Good articles:
  - <https://iwda.org.au/what-does-intersectional-feminism-actually-mean/>
  - [https://www.dvrcv.org.au/sites/default/files/Advocate\\_201808\\_p4-Intersectionality%20at%20Our%20Watch.pdf](https://www.dvrcv.org.au/sites/default/files/Advocate_201808_p4-Intersectionality%20at%20Our%20Watch.pdf)

## Evaluation and research resources

- Pawson R, & Tilley, N. 1997 [2003]. *Realistic Evaluation*. Thousand Oaks, CA: Sage Publications.
  - Our Watch (2017). [Counting on Change: a guide to prevention monitoring.](#) – check pg 20-23
  - Equality challenge unit (2017). [Intersectional approaches to equality research and data.](#)
  - Institute for Intersectionality Research & Policy, SFU (2014). [Intersectionality-informed Qualitative Research: a Primer.](#)
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## More information

- Website - [www.ourwatch.org.au](http://www.ourwatch.org.au)
- Facebook - [www.facebook.com/preventviolenceaustralia](http://www.facebook.com/preventviolenceaustralia)
- Twitter - @OurWatchAus
- [Loren.days@ourwatch.org.au](mailto:Loren.days@ourwatch.org.au)
- [Sarah.kearney@ourwatch.org.au](mailto:Sarah.kearney@ourwatch.org.au)
- [eva@eva-theevaluator.com](mailto:eva@eva-theevaluator.com)
- [justin.jagosh@liverpool.ac.uk](mailto:justin.jagosh@liverpool.ac.uk)



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Thank you!

