



Module 3: 'Intersectionality' and 'Age, Gender and Diversity': How can we use them?

Building evidence on the Matrix

In small groups, participants discuss the different ways that each issue of concern impacts on each diverse category of people. They write their responses on 'post it' notes, one for each issue they want to put in box in the matrix.





Completing the Matrix

Each small group presents the points they have discussed to the rest of the participants, adding their sticky notes to the correct box on the matrix.

AGD Groups Thematic Areas	Girls 0 -12	Girls 13 - 18	Women 19 – 24	Women 25-50	Older Women	LBTI Women & Girls	Women & Girls with a disability
1 Incidence of SGBV							
2 Barriers to access							

Matrix exercise – AGD and Intersectional analysis

In small groups you will be allocated a section of the matrix to work with. For the issue/s you are given, discuss how it impacts each of the diverse groups along the top of the matrix.

Write your points on sticky labels so that you can attach them to the matrix.

	Young Women	Women	Elderly Women	Women with a Disability	Unaccompanied Minor Girls	LBT					
...	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
...	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
SOBY	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green
...	Pink	Pink	Pink	Pink	Pink	Pink	Pink	Pink	Pink	Pink	Pink
...	Orange	Orange	Orange	Orange			Orange	Orange	Orange	Orange	Orange
...	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange	Orange
...	Pink	Pink	Pink	Pink	Pink	Pink	Pink	Pink	Pink	Pink	Pink
...	Orange	Orange	Orange	Orange			Orange		Orange	Orange	Orange
...	Pink	Pink	Pink	Pink	Pink	Pink	Pink	Pink	Pink	Pink	Pink
...	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green

Filling in the Matrix



Suggesting solutions

In your small groups, discuss the challenges of tailoring services to meet the diverse needs represented in the matrix.

Choose one of the categories they discussed and suggest some strategies for addressing the issues identified.

Part 5: How to use this knowledge in our work
[UNHCR and UNSW]



When should we use intersectionality and AGD?

All the time!

In all situations and in all of our work.

All programs must be based on a comprehensive AGD and intersectional analysis.



Draw on strengths and diversities to address discrimination.

Wrapping up

The aim of this training was to get you familiar with the concepts of 'intersectionality' and 'Age, Gender and Diversity' (AGD), why they matter, and how we can all use them in all of our work.



Wrapping up

What is 'intersectionality'?

- ▶ Intersectionality is the way that our different identities intersect and affect the way we are seen and treated by others
- ▶ Intersectionality creates unique strengths but also compounding vulnerability and discrimination

What is 'Age, Gender and Diversity' (AGD)?

- ▶ The AGD Policy recognises that refugees are very diverse, and that they all need to be treated equally and equally included in decision-making about their own lives

Wrapping up

Why do they matter?

- ▶ Without intersectional and AGD analysis we cannot meet people's diverse needs or utilise their unique strengths and talents

How can we use them?

- ▶ Intersectional and AGD analysis should be used in all situations and in all of our work
- ▶ We can use a matrix to analyse the diverse needs, challenges and strengths of diverse groups, and use this as the basis for policies and services



**The End.
Congratulations!**

**We hope this helps you in
your work**