Intersectionality Series

About the Intersectionality Series

The Intersectionality Series is provided as a SAGE subscriber benefit and is designed to provide practical support to institutions to enable them to take an ethical, intersectional approach to their gender equity, diversity and inclusion work.

It is delivered online, via Zoom, and alternates input sessions from expert academics, researchers and practitioners, and community-driven Reflection in Practice sessions.

The Intersectionality Series is a key part of the SAGE Capacity Building Program in 2022. It is coordinated by SAGE and a cross-institutional Intersectionality Special Interest Group[1].

Intersectionality Series Aims

The Intersectionality Series aims to:

- develop a shared understanding of what it means to take an intersectional approach to gender equity work, particularly within the context of the SAGE Athena Swan pathway
- promote awareness of the rationale for, and importance of, taking an intersectional approach to gender equity work
- provide practical, evidence-informed guidance to support practitioners in taking an ethical, intersectional approach to understanding, and removing, barriers to gender equity, diversity and inclusion
- share gender research methodologies, good practice, and evidence to support practitioners in their gender equity, diversity and inclusion work

Target Audience

The Intersectionality Series is open to all staff and students in SAGE subscriber institutions. Participants should have an interest and involvement in advancing gender equity, diversity and inclusion in their own organisation, the higher education and research sector, and/or the broader community.

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[1] Tracie Conroy (University of Technology Sydney), Gail Crimmins (University of the Sunshine Coast), Annie Fenwicke (University of Sydney), Bilquis Ghani (University of Technology Sydney), Kieryn McKay (Western Sydney University), Linden Raybould (Deakin University), Chloe Taylor (Western Sydney University), Cate Thomas (Charles Sturt University)

Series overview

1	Series Introduction: What is Intersectionality?	What is Intersectionality?
2	Ethics and Data Collection 1: Introduction to ethical data collection	How do we ethically capture and respond to data to support gender equity, diversity and inclusion work?
3	Ethics and Data collection 2: Ethical demographic data collection	How do we collect and analyse demographic data in a minimally invasive manner?
4	Ethics and Data collection 3: Ethical qualitative data collection	How can we get rich, nuanced data using qualitative research methods?
5	Interpreting and understanding data	How can we apply an intersectional lens to our data analysis – and help others in our organisation do the same?
6	Turning data into action 1: Policy design	What does it mean to take an authentic, intersectional approach to policy design?
7	Turning data into action 2: Program design	How can we design programs and initiatives that support the attraction, retention and progression of *all* staff and students?

Each numbered session will consist of two parts, on separate days.

The first part will be an **input session.** In these sessions, invited academics, researchers and/or practitioners, will share their knowledge and expertise in the topic area. These sessions will be recorded, and the recording made available for those not able to attend in person. Optional (but encouraged) pre-reading may be provided for the sessions.

Two weeks later, a **Reflection in Practice session** provides an opportunity for the community of participants to come together to discuss their learnings from, and reflections on, the input session content. The Reflection in Practice sessions will be free form, using the Individual Learning Plan as a guide. These sessions will not be recorded.

Enquiries

If you have any questions about the series, contact sage@sciencegenderequity.org.au.