

# ***WON TOOLS***

## ***Intersectional Gender Analysis for Issue Campaigns***

Created by The Women's Organizing Network

This tool was designed by The Women's Organizing Network, specifically for community organizers. The tool has questions to guide organizers in applying an intersectional gender analysis into each step of campaign development, for issue campaigns.

Please change the wording of the questions to fit your style of organizing, or add in more specific probing questions to unpack the issues more in depth. This tool is meant to be used by organizers and leaders who a) already have a commitment to bringing a gender analysis into their work and b) have an understanding of intersectional gender analysis.

### **General Reflection Questions for Organizers**

- *How might people experience this issue or problem differently, based on their gender identity, class, immigration status, race, age, sexual orientation, etc.)? How might this affect our campaign?*
- *How are they experiencing the issue based on the diversity of identities? In what ways do they hold power and privilege? In what ways do they experience a lack of power?*
- *What specific interests or needs might people have based on these identities?*
- *Are women's (and everybody's, especially the most marginalized) ideas for solutions getting heard?*
- *How might the dynamics between men and women, or other identity groups, affect our campaign?*
- *How does this campaign meet women's specific needs and interests? Consider this in relation to the roles they play in their family and community, knowing that many jobs, family roles and community roles are more likely to be held by women than men. How about women of different identities (class, immigration status, race, age, etc.)*
- *How do other structural inequities related to race, gender, class, religion, immigration status, interact with the issue your campaign works on?*

Campaign Steps	Questions to consider	Processes to consider
<p><b>One to Ones</b></p> <p><i>To understand or identify the problem</i></p>	<p>What problems do you or your neighbors/coworkers/etc. face in this building/community/workplace as a woman?</p> <p>As a mom? Daughter? Sister? Wife? Waitress? Nurse? (etc.)</p> <p>As a woman of color, LGBTQ woman, older woman, undocumented . . . ?</p> <p>How does this issue affect you as a woman?</p> <p>How is your relationship with your _____ (boss, landlord, super, co-workers, pastor, etc.) affected by being a woman? Do you think you may be treated differently than men would be?</p> <p>What responsibilities do you have that the men in your family or community don't have? How do your caregiving responsibilities (for your children, spouse or other relatives) impact your situation</p>	<p>Male organizers should be aware that woman-identified community members may be even less likely to share problems with them like sexual harassment or relationships with abusive or controlling husbands.</p> <p>Women might have a hard time thinking intentionally about themselves as women, so be patient and keep probing!</p> <p>A note about intersectionality: It can be helpful to separate out experiences by identity separately sometimes, in order to pay attention to each identity. It's also necessary to ask about and think about those identities together (e.g. "What unique problems do you face as a young Black woman in this community?").</p>
<p><b>One to Ones</b></p> <p><b>Focusing on leadership</b></p>	<p>How do you feel in this leadership role as a woman?</p> <p>What challenges do you face from other women or men as a leader in this group?</p> <p>What messages did you receive growing</p>	

up, about women and leadership? Did you see women in leadership positions? How might that affect your leadership now?

How can we support you better as a woman leading this group?

Do you feel supported by the people close to you (children, partner, husband, etc.) in playing this leadership role?

## Membership meetings

How are the different people in your building/community/workplace affected differently by this issue? (men? women? Latinos? immigrants? etc.)

How might the relationships between men and women affect our campaign? (between spouses, workers, neighbors, landlords and tenants, etc.)

How about relationships between other groups of people with different identities?

**Organize a separate space for women** to meet without men occasionally.

**Why?** Women's experience of sexism often feels very personal or private (such as domestic violence, control of household finances, child care issues). Also, men often talk over women or speak out in a group setting more easily. A separate space gives women a place to a) have a safer space to share experiences that might feel "private", b) realize that they are not the only ones with their experience and c) build their confidence to participate in the larger group.

**Do political education** to develop group consciousness about women's roles, common gender dynamics, etc. and

		<p>build women’s social, economic and political power.</p> <p><b>In the larger group meetings, ask questions specifically to the women and intentionally open up space to hear women’s voices.</b></p>
<p><b>Research and Research Meetings</b></p>		<p>Make sure your research questions include gender analysis questions (see below for guidance)</p> <p>Separate data that you collect, by men, women or other important demographics. Ask these questions about existing data that you are looking at.</p>
<p><b>Cutting the issue</b></p>	<p>What specific interests or needs might women have? How about women of different identity groups? (Consider the different roles and responsibilities they might have in the community, such as dropping off the children at day care in the morning)</p> <p>Are those needs included in this issue cut?</p> <p>Who has the power to decide which issue we will work on?</p>	
<p><b>Identifying solutions</b></p>	<p>Will men, women, people of color, white people, immigrants, etc. benefit equally from this success? Who might benefit the most?</p>	

	<p>Is there anyone being left out who should be included?</p> <p>Does this solution take into account the gender dynamics (relationships between men and women) in the community? What are the relationships that we should consider? Do women have power in these relationships?</p> <p>Will this solution help women to ultimately have more “social power” (in their families or communities), economic power or political power?</p> <p>Will some women benefit more than others? (think about women of different identities)</p>	
<p><b>Defining the strategy</b></p>	<p>Are there gender, race or other dynamics among the key players that we need to consider?</p> <p>For whom is this campaign building power? For whom is it failing to build power? (Women? Men? Undocumented immigrants? Youth? Trans-Latinas? Etc.)</p> <p>How does this campaign challenge or reinforce status quo gender norms?</p> <p>How are women’s voices represented in this campaign?</p> <p>What channels do women have in this campaign, to reflect on their experiences and express their needs as women? Are these channels working?</p>	
<p><b>Identifying targets</b></p>	<p>What gender, race and other dynamics must we be aware of when interacting</p>	

	with these targets?	
<b>Identifying partners</b>	Are there women's groups who might partner with us?	
<b>Messaging</b>	<p>Are women's stories being told in a way that recognizes their roles as women in the community?</p> <p>Are women's stories being told in a way that helps to fight against sexism in the world?</p>	
<b>Action planning</b>	<p>Whose voice is being heard the most in the action planning process?</p> <p>Are women's voices being heard? Other marginalized or quieter participants?</p> <p>Does this action reinforce or shift traditional gender roles or the gender binary?</p>	
<b>Reflection and Evaluation</b>	<p>How did this action / victory help women? Non-binary or gender queer people? Other specific identity groups?</p> <p>Why is that important?</p>	