

# CENTERING INTERSECTIONAL EDI IN RESEARCH

## PRACTICES AND APPROACHES



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# Objectives

- Develop a common understanding of the goals of intersectional EDI as an action-oriented community advocacy and change program.
- Critically reflect on the intersections of EDI and our research practices and approaches.
- Courageously question how much our research align with intersectional EDI principles and values.
- Share ideas with others on how to center intersectional EDI principles and values in our research and not the other way around.



## MY ARGUMENT

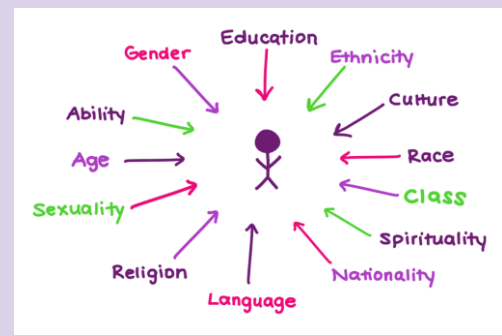
Centering intersectional EDI (equity, diversity, and inclusion) in research practices and approaches should be a key priority for practitioners committed to advance critical knowledge and understanding that practically challenge the current local and global structural barriers that marginalize and limit access and participation for many individuals.

# What do we mean, “**centering intersectional EDI in research practices and approaches**”?

## What is intersectional EDI?



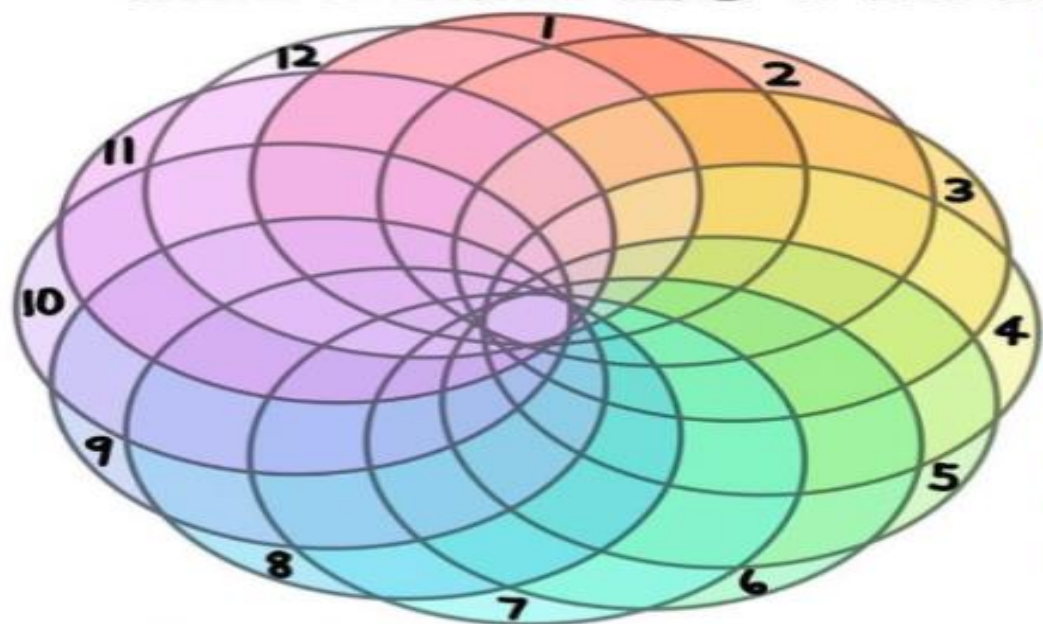
# Intersectionality



A theoretical framework that was developed by professor Kimberlé Crenshaw in 1989 in a paper for the University of Chicago Legal Forum entitled “Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics”.

This approach or lens is a best practice and assists researchers to better understand and address the multiple barriers and disadvantages that individuals with intersecting social identities, such as race, gender, sexuality and class, face.

# INTERSECTIONALITY

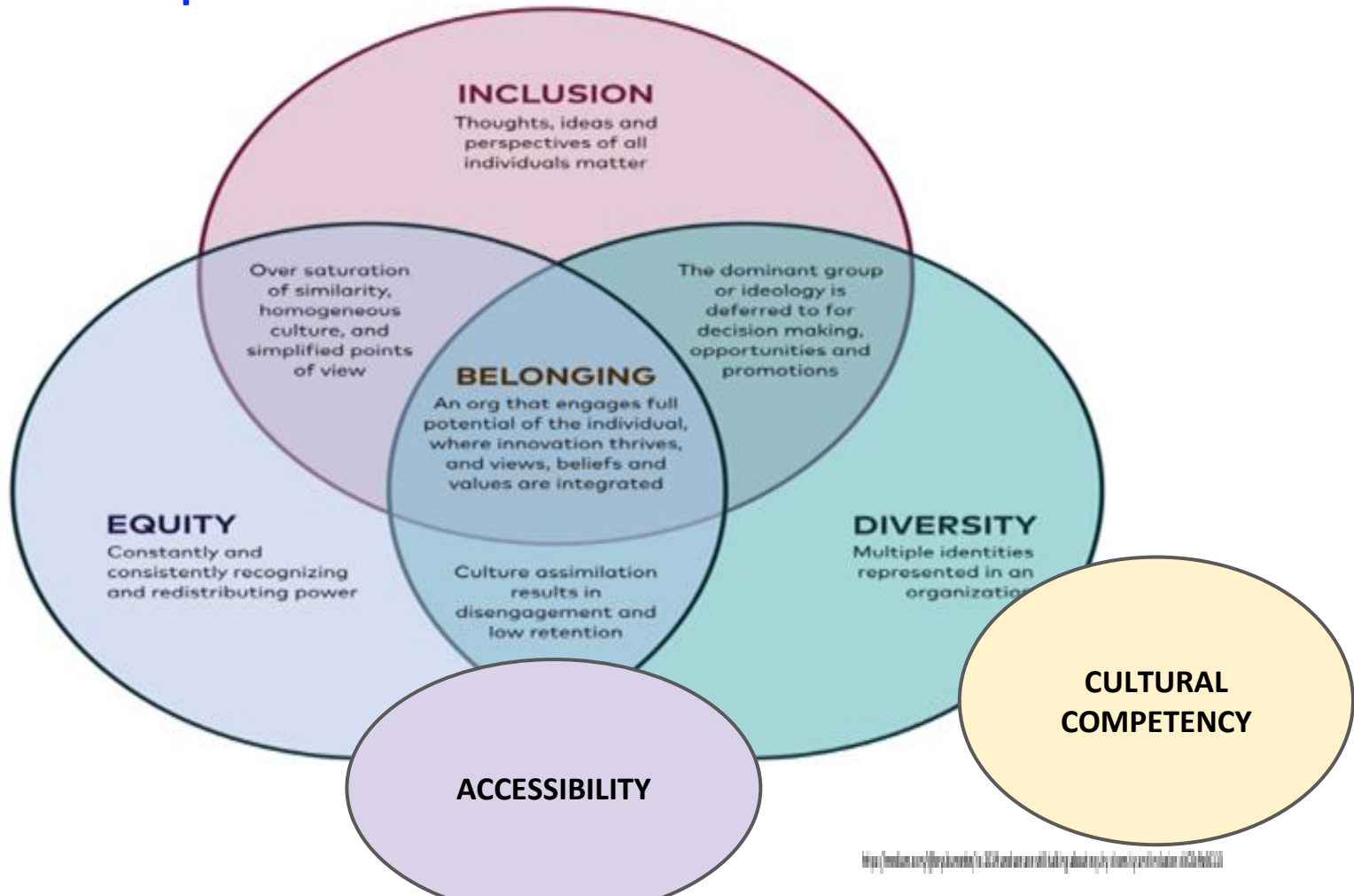


- 1 Race
- 2 Ethnicity
- 3 Gender identity
- 4 Class
- 5 Language
- 6 Religion
- 7 Ability
- 8 Sexuality
- 9 Mental health
- 10 Age
- 11 Education
- 12 Attractiveness
- (...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

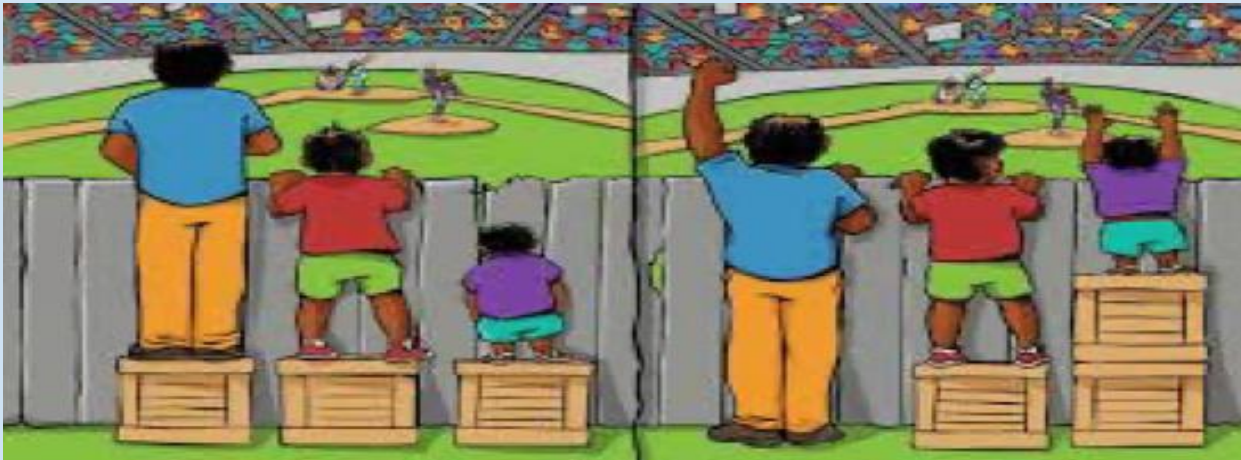
# Intersectional EDI Principles and values





# Equity

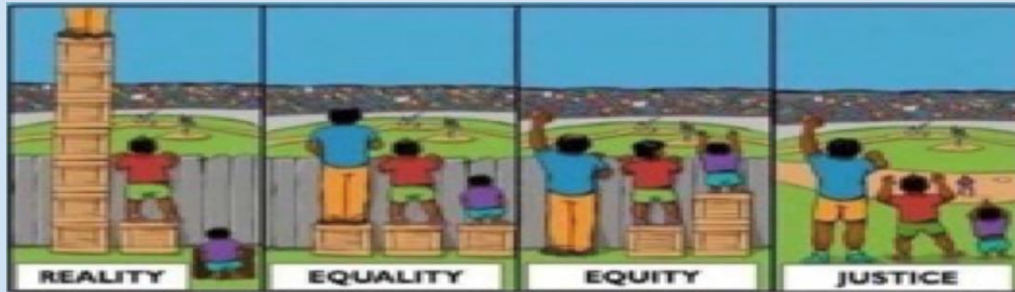
Equity is a principle, condition, process, and outcome rooted in human rights and the inviolability of human dignity. It is integral to the legal principle of justice, and the ethical principle and practice of fairness and doing the right thing (Tina Q. Tan, 2019).





# Equity

Requires identifying patterns of inequities and making changes to systems, cultures, and processes that obstruct members of the community from achieving their full potential. (Tina Q. Tan, 2019).



One gets **more than** is needed, while the other **less than** is needed. Thus, a huge disparity is created.

The assumption is that **everyone benefits from the same supports**. This is considered to be equal treatment.

**Everyone gets the support they need**, which produces equity.

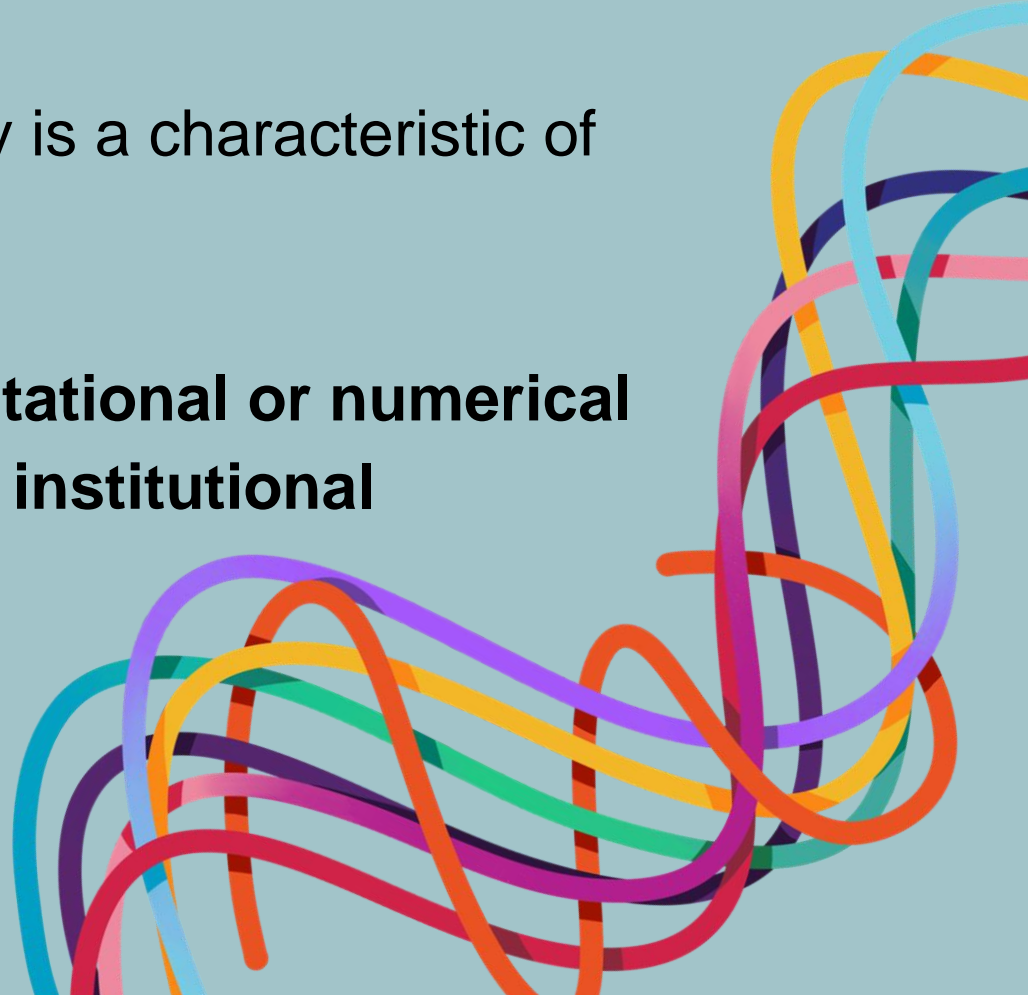
All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

# Diversity

Diversity, difference, or variety is a characteristic of nature and human society.

**Efforts to increase representational or numerical diversity are enabled by the institutional commitment to EDI.**

(Tina Q. Tan, 2019).



# Inclusion



Inclusion encompasses norms, practices, and intentional actions to promote participation, engagement, empowerment, and a sense of belonging for members of historically underrepresented and disadvantaged groups in all aspects of life.

It is about promoting an institutional culture and practices to ensure all can experience a welcoming space of fairness, dignity, and human flourishing.

(Tina Q. Tan, 2019).

# Accessibility

Accessibility is a foundational principle necessary for the removal of barriers to equitable participation in all aspects of life by people living with diverse visual, motor, auditory, learning, and cognitive abilities.



It requires designing environments, programs, services, and products from the outset, so they are accessible to people living with various abilities  
([University of Calgary, 2023](#)).

# Discussion questions

Based on these definitions

How will you go about centering intersectional EDI principles and values in your research from now on?



# Importance of EDI

- When we increase our understanding, we are less likely to make assumptions or generalize
- We decrease the likelihood of acting based on bias or stereotypes
- We are less likely to unintentionally offend someone, miss cues, or misunderstand a cultural viewpoint
- We are better able to include the diverse contributions of others in our communities, places of work, education, and lives

# Centering intersectional EDI



**Research shows that a diversity of perspectives and experiences is fundamental to achieving research excellence (SHHRC, 2022).**

- Commit to disrupt the false dichotomy between so called traditional research and “other research”.
- Challenge the inconsistent understanding of what is intersectional EDI in research.
- Research failure is due to lack of centering intersectional EDI.
- Research must commit to an more action-oriented community advocacy and change program.



# Centering intersectional EDI



- Centering intersectional EDI requires rethinking research by recognizing the specific experiences of equity-deserving groups and their ongoing struggle of systemic discrimination that researchers have often contributed.
- That research that embeds intersectional EDI will openly and courageously challenge and commit to changing the oppressive systems and structures.

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# Centering intersectional EDI



## Urban Strategies Council:

Equity is fairness and justice achieved through systematically assessing disparities in opportunities, outcomes, and representation and redressing [those] disparities through targeted actions.<sup>4</sup>

## **Best Practices in Equity, Diversity and Inclusion in Research (SHHRC, 2022).**

All individuals who participate in the research ecosystem must develop a strong understanding of the systemic barriers faced by individuals from underrepresented groups (e.g., women, persons with disabilities, Indigenous Peoples, racialized minorities, individuals from the LGBTQ2+ community) and put in place impactful measures to address these barriers

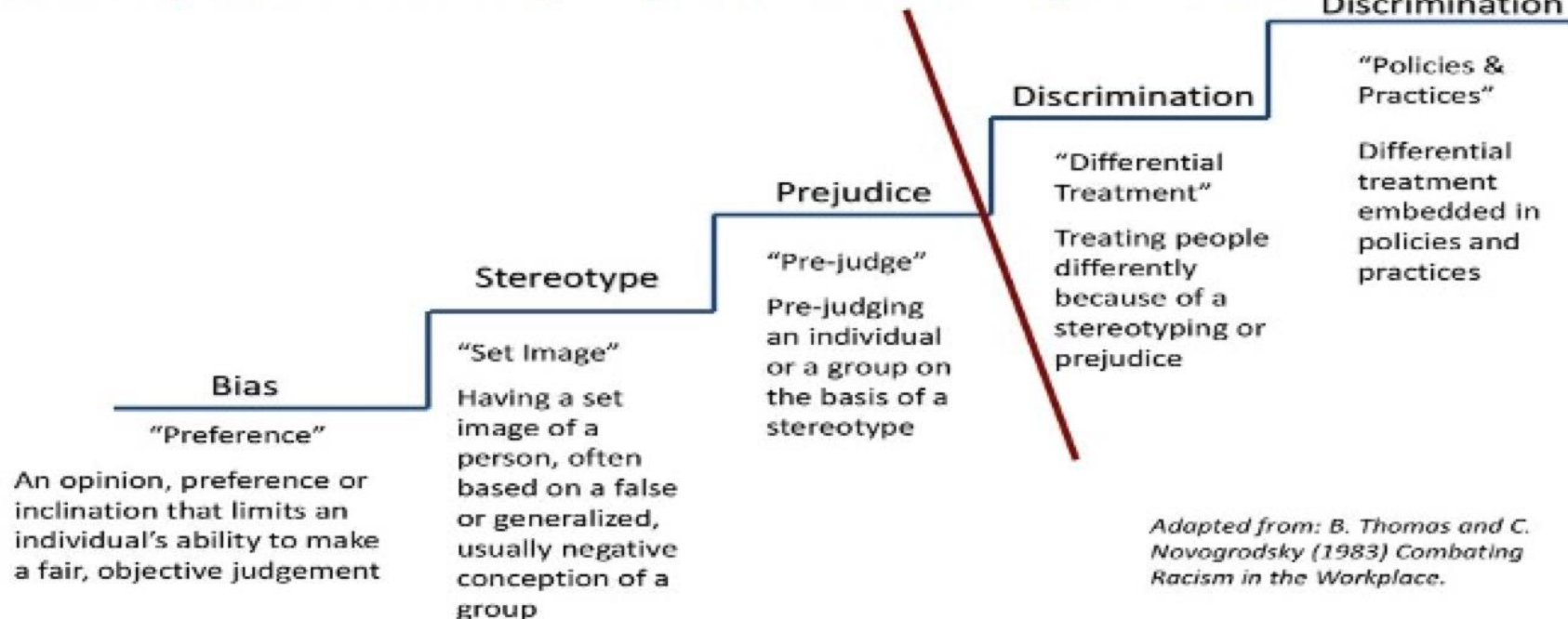
# EDI Expectations In Research

Dr. Tanya Manning-Lewis, School of Education, Thompson Rivers University, November 22, 2022

- Equity in research: participants have equal opportunities to access and benefit from the research.
- Shifting from research 'on' to research 'with' participants.
- Sharing the research work with the community.
- Making room for diversity in perspectives and lived experiences for both participants and researchers.
- All team members are valued and respected for their contribution to the research.

# The Ladder of Discrimination

**Beliefs/Attitudes** ↔ **Behaviours/Actions** **Systemic Discrimination**



*Adapted from: B. Thomas and C. Novogrodsky (1983) Combating Racism in the Workplace.*

