

Intersectional Analysis for Programs, Budgets, and Decisions



Gender Justice | Racial Justice

This tool will help you prioritize marginalized communities when creating a program, developing a budget or making an institutional decision.

By doing so, we can ensure these often overlooked communities are considered from the start.

Why are these questions important?

Research shows that to make decisions and plan in ways that align with your beliefs, it is important to take into consideration information that might be outside your experience or usual sources of information.

How to use this tool:

Answer the following questions to ensure that people from marginalized communities are intentionally included in program design and budgeting, and not unintentionally excluded or cut during revisions.

Tip: You can have your team fill this out as individuals and then come together to see if everyone is in alignment.

What are we evaluating today?

TAKE INVENTORY

How does this decision affect a community? Positive + | Neutral O | Negative -

COMMUNITY	+	O	-	In what way?
Elders				
Youth				
Children				
BIPOC* People				
Differently Abled People (Visual and Audio Impairments, Mobility Impairments, Learning Impairments)				
Men				
LGBTQIA+*				
Women				
People of lower socio-economic access & means (such as wage earners and low-paying jobs)				
Other marginalized communities*				

Will this proposal eliminate or reduce programs, services, or access to communities or groups of people that are already marginalized? If yes, check all that apply.

COMMUNITY	Y	N	In what way?
Elders			
Youth			
Children			
BIPOC* People			
Differently Abled People (Visual and Audio Impairments, Mobility Impairments, Learning Impairments)			
Men			
LGBTQIA+*			
Women			
People of lower socio-economic access & means (such as wage earners and low-paying jobs)			
Other marginalized communities*			

REFLECTION QUESTIONS

See characteristics handouts

Does this reinforce white supremacy*? If so, how?

Does this reinforce patriarchy*? If so, how?

EXERCISE

Name a social teaching that supports your proposal:

SOCIAL STATEMENTS	SOCIAL MESSAGES
1. Abortion Aborto (1991)	1. Climate Clima (2023)
2. Caring for creation Medio ambiente (1993)	2. Government Gobierno (2020)
3. Church in society Iglesia en la sociedad (1991)	3. Human Rights Los derechos humanos (2017)
4. The church and criminal justice La iglesia y la justicia penal (2013)	4. Gender-based Violence La violencia de género (2015)
5. The death penalty Pena de Muerte (1991)	5. Mental Illness Las enfermedades mentales (2012)
6. Economic life Vida económica (1999)	6. People Living with Disabilities Personas discapacidades (2010)
7. Education Educación (2007)	7. Terrorism Terrorismo (2004)
8. Genetics (2011)	8. Commercial Sexual Exploitation Explotación sexual (2001)
9. Health and health care Salud y asistencia sanitaria (2003)	9. Suicide Prevention Suicidio (1999)
10. Human sexuality La sexualidad humana (2009)	10. Immigration Inmigración (1998)
11. Peace Por la paz (1995)	11. Sexuality: Common Convictions La sexualidad (1996)
12. Race, ethnicity and culture Raza, etnicidad y cultura (1993)	12. Community Violence Violencia comunidad (1994)
13. Sexism Sexismo (2019)	13. End of Life Decisions Final de la vida (1992)
	14. Homelessness Gente sin vivienda (1990)
	15. Israeli/Palestinian Conflict (1989)
	16. AIDS El SIDA (1988)

In what way?

Will the proposal **increase, expand or create** programs, services, or access to communities or groups of people that are already marginalized? Yes___ No ___
If yes, check all that apply.

COMMUNITY	I	E	C	In what way?
Elders				
Youth				
Children				
BIPOC* People				
Differently Abled People (Visual and Audio Impairments, Mobility Impairments, Learning Impairments)				
Men				
LGBTQIA+*				
Women				
People of lower socio-economic access & means (such as wage earners and low-paying jobs)				
Other marginalized communities*				

Will this proposal hinder or shut out leadership from communities or groups of people that are already marginalized? Yes ___ No___ If yes, check all that apply.

COMMUNITY	Y	N	In what way?
Elders			
Youth			
Children			
BIPOC* People			
Differently Abled People (Visual and Audio Impairments, Mobility Impairments, Learning Impairments)			
Men			
LGBTQIA+*			
Women			
People of lower socio-economic access & means (such as wage earners and low-paying jobs)			
Other marginalized communities*			

Will this proposal create or include access by leadership to communities or groups of people that are already marginalized: Yes___ No___ If yes check all that apply.

COMMUNITY	Y	N	In what way?
Elders Youth Children			
BIPOC* People			
Differently Abled People (Visual and Audio Impairments, Mobility Impairments, Learning Impairments)			
Men			
LGBTQIA+*			
Women			
People of lower socio-economic access & means (such as wage earners and low-paying jobs)			
Other marginalized communities*			

How will this proposal come with adequate, sustainable resources (funding, staff, equip-
ping) to address inequalities? List all that apply:

Funding	Staff	Equipping
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In what other ways will this proposal come with adequate, sustainable resources?

Will this proposal provide provisions to ensure successful and fair participation by stakeholders? Yes___ No___

If yes, check all that apply:

Development

Implementation

Evaluation

Elaborate:

In what other ways will this proposal provide provisions to ensure successful and fair participation by stakeholders?

What, if any, modifications does this proposal need to achieve equity and inclusion and to reflect gender justice and racial justice commitments of this church?

Gender Justice Definition	Racial Justice Definition
Gender justice is a goal to make sure people do not experience discrimination or oppression based on sex, gender, and/or sexuality. It is both individual and systemic. (See Faith, Sexism, and Justice, 14, 21, 76.)	Confronting racism to ensure fairness and dignity for all, recognizing our shared humanity in Christ. Rooted in our faith, it involves embracing diversity, dismantling racist structures, and working toward a more just and inclusive church and society. (See Freed in Christ Pages 5 and 6)

EVALUATION

1. Where did we land?
2. What do we need to figure out?
3. What additions, subtractions or edits are needed in our proposal to be equitable and intentional?
4. Was there anything that surprised you?

DEFINITIONS & ACRONYMS

BIPOC - Acronym for Black, Indigenous, and People of Color

Gender Justice - Gender justice is a goal to make sure people do not experience discrimination or oppression based on sex, gender, and/or sexuality. It is both individual and systemic. ([See Faith, Sexism, and Justice, 14, 21, 76.](#))

LGBTQIA+ - Acronym for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and more.

Marginalized Communities - Marginalized communities refer to communities, peoples, populations, and the individuals within these that historically and today experience discrimination, exclusion, or erasure due to complex social and religious factors based usually on race, ethnicity, class, sex, gender, sexuality, ability, age, etc.

These populations experience the effects of unequal power relationships across economic, political, social, religious, and cultural dimensions.

Patriarchy - is a social system that is male-dominated, male-identified, and male-centered. This analysis does not mean that males are bad and that females are good. Patriarchy as a social system operates with the threat of violence to control people who are female-identified or identify as women, girls, or queer. We are all enmeshed in patriarchy. ([See Faith, Sexism, and Justice, See p. 4.](#))

“A patriarchal worldview and way of life grants male privilege. Sexism is the reinforcement of male privilege, which leads to discrimination” ([See Faith, Sexism, and Justice, See p. 4.](#))

Racial Justice - Confronting racism to ensure fairness and dignity for all, recognizing our shared humanity in Christ. Rooted in our faith, it involves embracing diversity, dismantling racist structures, and working toward a more just and inclusive church and society. ([See Freed in Christ Pages 5 and 6](#))

White supremacy - Through colonization and slavery, the United States of America helped to create and embrace a system of valuing and devaluing people based on skin color and ethnic identity. The name for this system is white supremacy. This system deliberately subjugated people of color and Indigenous people for the purpose of material, political, and social advantage. White supremacy creates, sustains and protects a culture that structurally and ideologically privileges whiteness in virtually all facets of society. Racism is the continuing legacy of white supremacy. It is counter to the Gospel, anathema to core tenets of all major religions and people of good will. Racism is a sin that we must confess and seek to dismantle in our own lives and institutions.

(Language adapted from the following sources: the Presbyterian Mission Racial Equity & Women's Intercultural Ministries & The Episcopal Church Resources internal document)