

Tool 28: Outcomes for intersectionality

This tool helps you to identify and measure outcomes.
It builds on Tool 14: Vision, values, strategy, actions.

Intersectionality enables everyone to:

- > be treated equitably
- > feel a sense of belonging and value
- > have the resources and support they need to achieve their full potential.



Reflective questions:

- > How do you find out who has worse experiences and outcomes in your service than others?
- > How do you find out how people feel about what you do?
- > How do you find out who needs better access to resources and support?

You may find these thoughts from those who took part in the Change Project helpful:

- > *'It is difficult to think about how you will get the data to answer these questions.'*
- > *'We need to identify where people with different characteristics and situations are having different experiences and outcomes.'*
- > *'How does our data enable us to tell a story about what we need to do?'*
- > *'I like the focus on outcomes; do people feel safe, heard, treated equally?'*