



A PROJECT OF THE SCIENCE
GRANTING COUNCILS INITIATIVE

Intersectional research, grant-making and human capital development: Considerations for SGCs in advancing equality, diversity and inclusion

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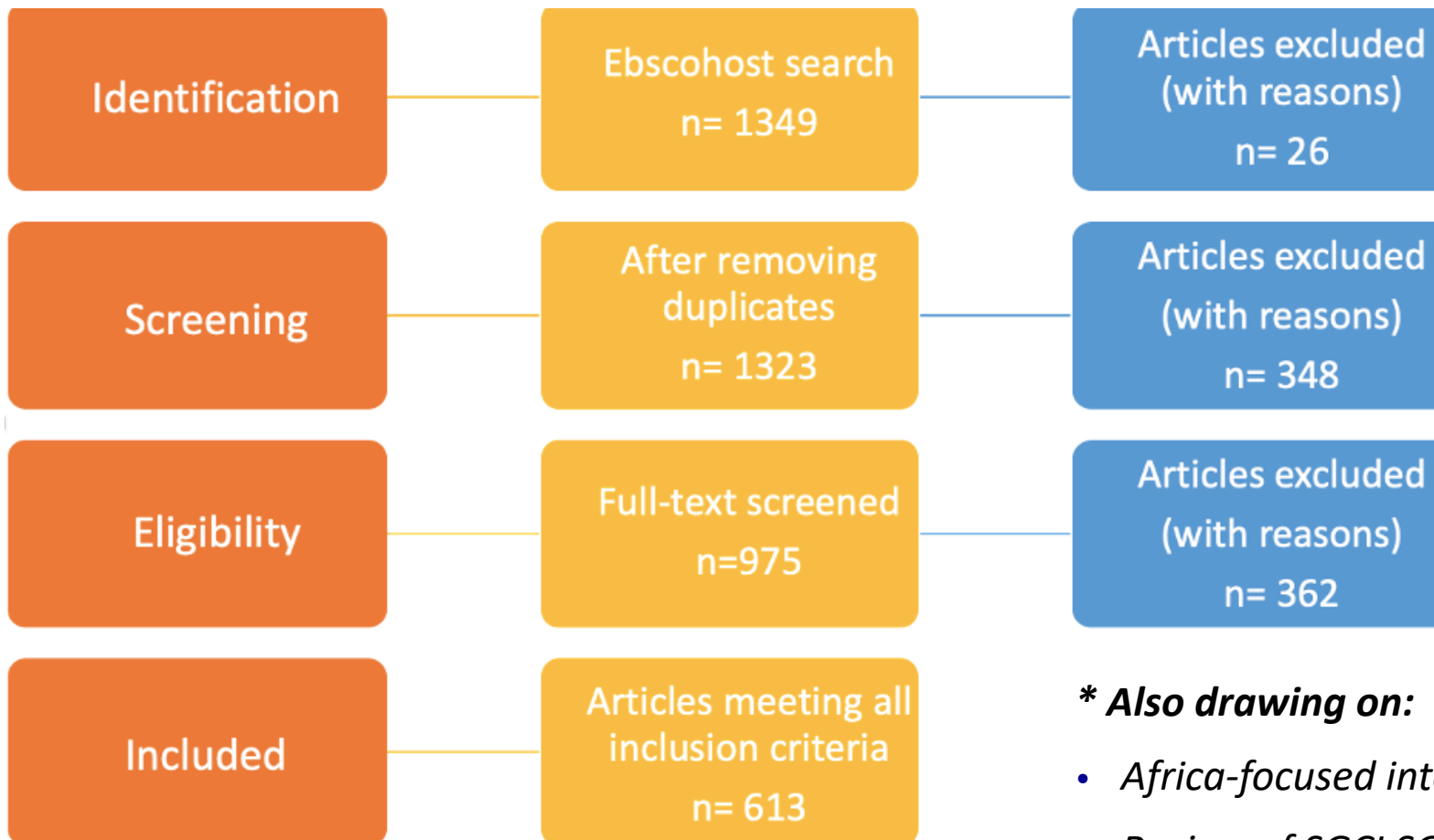
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Gender and intersectionality in science

- Integrating gender promotes excellence and advances equality in society broadly - fixing the knowledge
- Increasing calls for research to go “beyond gender” to include other overlapping vulnerabilities
 - Avoid lumping together groups of people facing different realities (e.g., all women, or rural women?)
 - More complete information to understand root causes of inequalities
 - More effective responses than ‘one-size fits all’ approach for solving inequalities
- An ***intersectional lens*** (‘diversity’, ‘inclusion’)
 - We inhabit multiple identities and experiences at the same time
 - These intersect to reinforce particular forms of marginalisation
- Intersectional approaches to gender transformation becoming the ‘gold standard’
- Yet, still considered complicated, methodologically vague
- No guidelines for public funding agencies to apply this lens

Research methodology

Aim: A critical systematic review of peer-reviewed scholarship using intersectionality as framework



- Ebscohost database
- Peer-reviewed journal articles
- Published Jan 2015 – Dec 2019
- Keywords in title:
 - *intersectionality*
 - *intersectional framework*
 - *intersectional*
 - *intersectionality theory*
- Final dataset (n=613) coding and content analysis in Atlas.ti

* **Also drawing on:**

- *Africa-focused intersectionality literature review*
- *Review of SGCI SGCs institutional policies and programmes*

Methodological characteristics of literature

Article type	%
Empirical	51
Theoretical	35
Systematic Review	8
Document Analysis	6

Empirical articles	%
Qualitative	69
Quantitative	24
Mixed Methods	7

Research discipline	%
Social Sciences & Humanities	87
Health Science	10
STEM	2
Inter/multi disciplinary	1



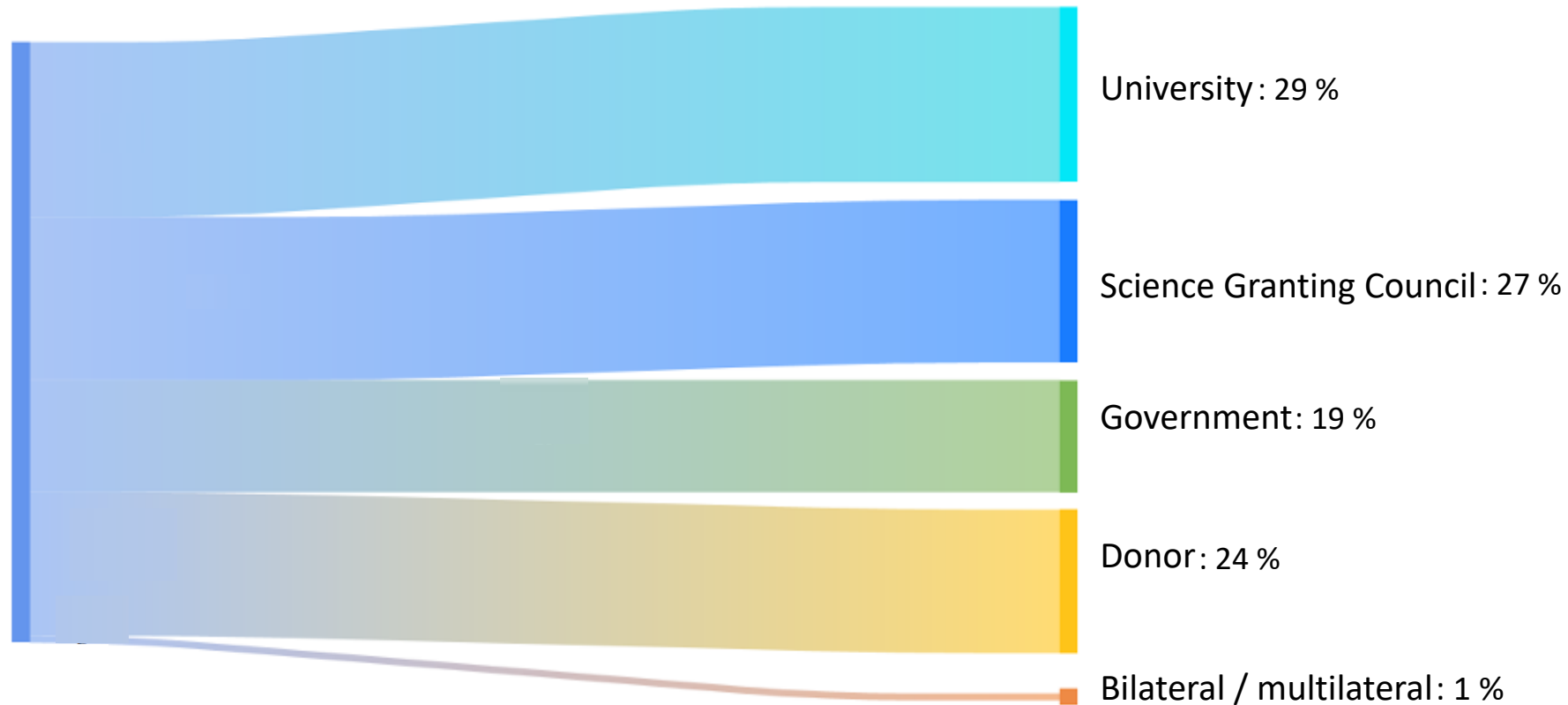
Social identities foregrounded in literature

Gender	28%
Race	18%
Class	9%
Sexuality	8%
Age	6%
Ethnicity	6%
Not stated	6%

Refugees / migrants	4%
Education	3%
Health (incl. HIV/AIDS)	3%
Religion	3%
Disability	2%
Culture	2%
Marital & parenthood status	2%

- Main focus on gender, race, class
 - Mirrors Africa-focused literature review (Lynch et al., 2020)
- Noteworthy that **disability** (2%) hardly features in literature reviewed
 - Prominent in SGCI SGC policy review, along with **age** (Majokweni et al., 2021)
 - And GRC (2021) Gender-Disaggregated Data Survey, along with **ethnicity**

Funding sources reported in literature



76% of studies do not report funding source

- Indication of hard-to-fund nature of intersectional, often qualitative, research?

Funding source by region (author location)

	Donors	Government	SGCs	University
Africa	8%		2%	
Asia	8%		4%	5%
Australia/NZ			4%	5%
Eastern & Central Europe	9%	24%	29%	11%
Northern Europe	6%	10%	7%	11%
Southern Europe		7%		
Middle East			2%	2%
North America	66%	55%	50%	64%
South America	3%	4%	2%	2%

- Funding source distributed by region:
 - North America highest across all funding sources
 - Also from SGCs (50%)
- For African region:
 - Government funding: 0%
 - University funding: 0%
 - Donor funding: 8%
 - SGC funding: 2%

Funding source and social identities

	Donor	Government	SGCs	University	All funding sources
Gender	24%	24%	21%	24%	23%
Race	15%	9%	14%	17%	14%
Sexuality	6%	16%	9%	9%	10%
Class	10%	5%	10%	10%	9%
Ethnicity	10%	10%	7%	8%	8%
Age	5%	9%	9%	5%	7%
Health	6%	7%	6%	5%	6%
Education	11%	3%	2%	6%	6%
Refugees	4%	7%	9%	4%	6%

- Across funders the focus is on:
 - Gender, race, sexuality, class
- This is echoed funding by SGCs
- Less than 6% of studies across funding sources:
 - Language, religion, rurality, marital status, parenthood status, socio-economic status, culture, disability
- This is echoed funding by SGCs

Recommendations for SGCs

1. Stimulate research on social identities relevant to SGC contexts

- Gender, race, class dominate (important) - but disabilities, ethnicity underrepresented
- SGCs can stimulate research on gender and relevant intersecting identities through:
 - Conducting intersectional gender analysis that informs *contextual* focus areas
 - Targeted funding programmes, calls for special issues of journals, commissioned discussion papers

2. Encourage methodological innovation

- Majority of studies qualitative, although quantitative growing
- Social Sciences and Humanities disciplines dominate, with few studies from Health Sciences, and STEM almost absent
 - Challenge to translate intersectionality methodologies into ‘hard’ sciences
- SGCs can encourage methodological innovation across disciplines through:
 - Capacity building for grantees in methodologies as it relates to gender and intersectionality
 - Also across career levels: internships, postgraduate scholarships

Recommendations for SGCs

3. Low regional diversity

- North America dominates, followed by Eastern and Central Europe
- Very low representation of Africa-based authorship
- SGCs can:
 - Invest in capacity building and funding of Africa-based scholars
 - Ensure equitable grant-making mechanisms for international collaboration (Africa-based PIs)