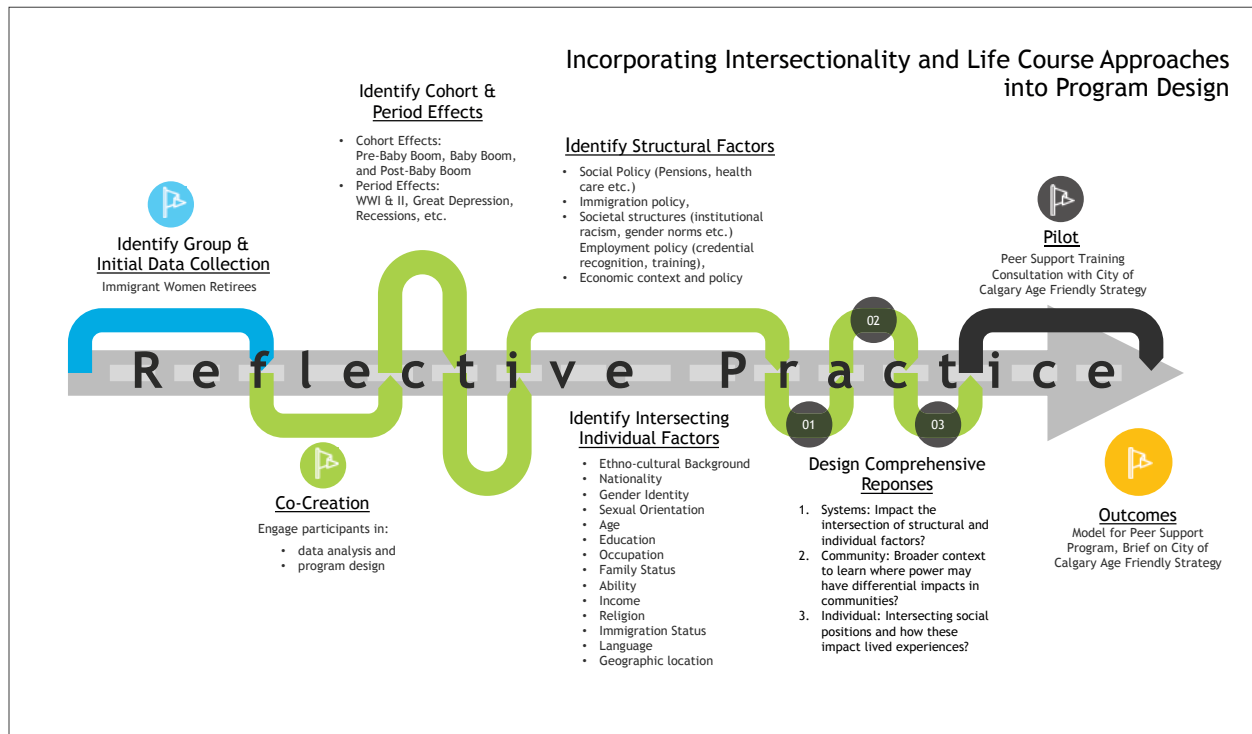


## Program Development

The following roadmap outlines a suggested process for incorporating intersectionality and life course approaches into program design. Sample results, including a peer support program model, and brief on the City of Calgary's Age Friendly Strategy, are also provided.



### Key points to consider include:

- Understanding the complexity of the population you are designing for: Even if timelines and budgets do not allow for extensive research or co-creation approaches, engaging your target population at key design and implementation milestones will lead to more responsive and adaptable programming.
- Level of change you are targeting: Are you targeting systems, community, or individual level change? And what structural and individual factors intersect to lead to marginalization and power differentials at each level?
- Engage in ongoing reflection throughout: Explore and recognize where your personal, and your organization's, social and structural positions may be influencing the approach, design and delivery of the program.

For more information email [globalaccess@bowvalleycollege.ca](mailto:globalaccess@bowvalleycollege.ca)



School of Global Access



CIWA  
Calgary Immigrant Women's Association



Social Sciences and Humanities  
Research Council of Canada

Conseil de recherches en  
sciences humaines du Canada



# Incorporating Intersectionality and Life Course Approaches into Program Design

## Identify Cohort & Period Effects

- Cohort Effects: Pre-Baby Boom, Baby Boom, and Post-Baby Boom
- Period Effects: WWI & II, Great Depression, Recessions, etc.



## Identify Group & Initial Data Collection

Immigrant Women Retirees

## Identify Structural Factors

- Social Policy (Pensions, health care etc.)
- Immigration policy,
- Societal structures (institutional racism, gender norms etc.)
- Employment policy (credential recognition, training),
- Economic context and policy



## Pilot

Peer Support Training Consultation with City of Calgary Age Friendly Strategy



## Identify Intersecting Individual Factors

- Ethno-cultural Background
- Nationality
- Gender Identity
- Sexual Orientation
- Age
- Education
- Occupation
- Family Status
- Ability
- Income
- Religion
- Immigration Status
- Language
- Geographic location



## Co-Creation

- Engage participants in:
- data analysis and
  - program design

## Design Comprehensive Reponses

1. Systems: Impact the intersection of structural and individual factors?
2. Community: Broader context to learn where power may have differential impacts in communities?
3. Individual: Intersecting social positions and how these impact lived experiences?



## Outcomes

Model for Peer Support Program, Brief on City of Calgary Age Friendly Strategy