

Revising McPhail's Feminist Policy Analysis Framework: Updates for Use in Contemporary Social Policy Research

Heather Kanenberg
Roberta L. Leal
Stephen "Arch" Erich

Abstract: In 2003, McPhail published a *Feminist Policy Analysis Framework* concluding that the many available methods of policy analysis across disciplines, including social work, treated policies as gender-neutral compositions. McPhail (2003) asserted that these methods denied the many ways that institutions and policies of society are organized by the concepts of gender, therefore presenting incomplete products of analysis. This guiding purpose for the development of McPhail's (2003) *Feminist Policy Analysis Framework* endures a full fifteen years later. In the years since publication of McPhail's *Framework*, advancements have been made in both feminist theory and in policy analysis methods. This conceptual article outlines a much-needed revision moving the framework into a contemporary position with the inclusion of a focus on privilege, oppression, and intersectionality. The revised framework presented herein is a more conceptually comprehensive and practical model for use by all, but particularly social work students and scholars. The revised model represents an update rendering it more effective in today's polarized political climate as well as with the recently revised social work educational policy (Council on Social Work Education, 2015). A revised framework of *Feminist Intersectional Policy Analysis* is presented, including guiding questions and conceptual complexities to consider in the work of analysis.

Keywords: Feminist; policy; analysis; intersectionality; social work

Policy analysis is commonly conceptualized as "neutral" and yet, this approach is inadequate in developing a full understanding of the policy under study (Shaw, 2004). This central message was the guiding purpose for the development of the *Feminist Policy Analysis Framework* by McPhail (2003). The need to develop a method that acknowledges the way gender is used to organize societal structures, and is regulated through policies, is essential and relevant fifteen years after original publication (McPhail, 2003). In order to arrive at an accurate answer about the effectiveness of any given policy and its impact on society, scholars and practitioners must include explicit analysis of gender and gender identity, race, socio-economic status, sexuality, and more.

Applying theories and methods and moving beyond this neutral veil to directly address issues of gender and intersecting identities in relation to policy are necessary to allow for a deeper understanding of the systems and processes of oppression and domination (Dill & Zambrana, 2009; Hankivsky & Cormier, 2011). Of primary concern is the capacity to address the reality that the public discussion over time has been dominated by white cisgender males which has resulted in a society filled with notions, policies, regulations, and conventions that are constrained and preferential (Harding, 1998).

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Table of Contents Social Policy A Feminist Analysis

1. Understanding the eBook Social Policy A Feminist Analysis
 - The Rise of Digital Reading Social Policy A Feminist Analysis
 - Advantages of eBooks Over Traditional Books
2. Identifying Social Policy A Feminist Analysis
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Social Policy A Feminist Analysis
 - User-Friendly Interface
4. Exploring eBook Recommendations from Social Policy A Feminist Analysis
 - Personalized Recommendations
 - Social Policy A Feminist Analysis User Reviews and Ratings
 - Social Policy A Feminist Analysis and Bestseller Lists
5. Accessing Social Policy A Feminist Analysis Free and Paid eBooks

- Social Policy A Feminist Analysis Public Domain eBooks
- Social Policy A Feminist Analysis eBook Subscription Services
- Social Policy A Feminist Analysis Budget-Friendly Options
- 6. Navigating Social Policy A Feminist Analysis eBook Formats
 - ePub, PDF, MOBI, and More
 - Social Policy A Feminist Analysis Compatibility with Devices
 - Social Policy A Feminist Analysis Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Social Policy A Feminist Analysis
 - Highlighting and Note-Taking Social Policy A Feminist Analysis
 - Interactive Elements Social Policy A Feminist Analysis
- 8. Staying Engaged with Social Policy A Feminist Analysis
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Social Policy A Feminist Analysis
- 9. Balancing eBooks and Physical Books Social Policy A Feminist Analysis
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Social Policy A Feminist Analysis
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Social Policy A Feminist Analysis
 - Setting Reading Goals Social Policy A Feminist Analysis
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Social Policy A Feminist Analysis
 - Fact-Checking eBook Content of Social Policy A Feminist Analysis
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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web flow chart for popcorn production 3 3 creams and frozen yogurts canned foods cured meats etc Ø maltose is a sugar that tastes less sweet than table sugar it contains no fructose and is used as a substitute for high fructose corn syrup Ø maltodextrin is a white powder made from corn to

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