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Prof. Dr. Nagham Hadi Hussein¹, Naba nemah karkan²
^{1,2}University of Qadissiyha – Faculty of Arts

We are pleased to inform you that your paper titled **“The intersecting identity of women in the security services”** has been accepted for publication in the Journal of International Ethics and will appear in Volume 19, Issue No. 3, 2023 I take this opportunity to thank you for your interest in the GGE Center, and I wish you all the best in your future endeavors.

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The intersecting identity of women in the security services

Prof. Dr. Nagham Hadi Hussein

Al Qadisiyah University, college of literature

Nagham.hadi@qu.edu.iq

Naba_nemah_karkan

Al Qadisiyah University, college of literature

art21.post43@qu.edu.iq

Extract

The current study aims at identifying the cross-identity (*intersectional identity*) of women working in security services and indicating the difference in this identity according to the variable years spent serving. To achieve the two research objectives, the two researchers built a cross-identification scale, which is 22 paragraphs and five alternatives. The current research community was made up of women working in the security services in the governorate of Diwaniyah, Babylon and Karbala for the year (2023), and the study found that the sample of the research did not have a cross-identity, and there was no statistical difference in the cross-identity depending on the years of service.

Keywords: intersectional identity, women in security services (policewomen).

General Framework for Research

First: Research Problem:

Within each of us is more than the identity of our conflict. Sometimes one side emerges and the other one disappears, sometimes it overcomes another side, but the identity is indelible and does not celebrate, and in the lives of human groups and individuals there are more than one influential identity at the same time, and each identity has qualities that distinguish it from others (Al-Shanqiti, 2018:81).

There is no human being with one simple identity, each of us has multiple and intersecting identities. For example, when it comes to an individual's identity, not only does one part of his or her identity or personality appear, he or she is not just a student or brother but both, and both work to form a unique personality, and his or her sense of who he is, and according to this principle intersection occurs in identity (Delgado & Stefancic, 2001:4).

The principle of intersection in identity has the ability to analyze different distinctions and the interpretation of social inequality, and cross-identity asserts that people are often exposed to multiple sources of persecution according to their gender identity and their sexual orientation, ethnicity and religious orientation. For example, a lot of cross-identity research has assumed that African Americans have negative selfies. The prevailing view among psychologists is that African Americans suffer from the complex of inferiority, interference with their identities and low self-esteem, as explained by this. (1991) Cross in his study on African Americans of color, stemming from their sense of shortage in American society, their intersection of hobbies according to their heterosexual African ethnicity in American society, and their social layers (Cross, 1991:189)

this kind of intersection of identities can create some kind of a woman. Types of internal conflict (Crenshaw, 1991:1241). This is underscored by several studies, such as the study (2017, Jenny), which noted the gender identity and employment discrepancy among female police officers, which confirmed that the gender difference in the team was linked to the gender identity struggle for women, not men (Jenny & et al, 2017: 9), and the study David, (2017), which focused on the intersectionality study and how sex interacts with other social identities to shape prejudice, which emphasized the difference between men and women in the intersectional effect of their identities, reflecting the formation of prejudice (David, Michelle, 2017:15)

For all the foregoing, the current study answers the question: ***Do women in the security services (police officers) have a intersectional -identity?***

Second: The importance of research:

A policewoman has several social roles, several identities and associated obligations, first of all her personal identity as a woman and the specific family and social obligations imposed on her, second of her professional identity as a policeman and the workload imposed on her by her profession, and the view of society that she does not accept a woman's work as a policewoman. If personal identity means one's relationship with another and thus with one another, social identity and professional identity are one of its components and often mean perceptions of one's own status and the position it is estimated to occupy, not only for those belonging to its professional group but for other occupational groups. social identity encompasses the totality of the roles played and played by the individual, which are linked to a system of values and norms that have social legitimacy, Hence it can be emphasized that social identity is the product of interaction between both individuals as actors, professional groups and the social environment and, given this interplay between social, personal and professional identity, the intersection of identities occurs (Henri & William, 1996:231). Hence, the importance of examining the intersection of identities in many social groups, especially working groups (Crenshaw,1991:1230)

The intersection of identities indicates that multiple social groups such as race, gender and socioeconomic status intersect at the partial level of individual experience, reflecting the existence of multiple cross-systems that give privileges to certain groups and intersect with others, constituting sex discrimination and gender segregation causing social dysfunction (Crenshaw, 1991:1241). The intersection focuses mainly on the cross-identities of people from oppressed and marginalized groups such as ethnic minorities people with low incomes and persons with disabilities, yet despite their emphasis on many disadvantaged social conditions as a focal point, However, the intersection does not presume that all cross-identities are equally disadvantaged. and instead, the intersection takes into account the intersection of all low social identities (Hankivsky,2008:271) Crenshaw's primary focus was on employment discrimination against black women in the United States, where she considered that there were multiple intersecting social identities, for example, religion, language, sex, ability, race, occupation, etc 143:Crenshaw,1989 Crenshaw noted that many individuals misunderstood intersectionality by believing that they were discussing the idea of multiple

identities. but later clarified that what it meant by intersectionality was not initially identity-specific, but related to the way in which social structures make certain identities more fragile than others. (Sex, race, social class) with each other leading to marginalization, persecution and discrimination of people both in the workplace and in society (Kraus & etal, 2017:

Cross identity is a framework for understanding how social identities intersect with each other and lead to oppression of people in a place both at work and in society. and cross-identity refers to the ways in which one's sense of self is shaped by multiple cultural and social identities, It explains how an individual can face multiple types of discrimination based on race, sex, physical ability, caste or any other characteristic that may place him in the minority category (Rosette & etal, 2018:236).

Working in the police force creates a kind of intersection of women's personal and professional identities, as they represent a fraction of them in policing. Cross-identities are characterized by the ability to gain working women greater social diversity, which in turn brings them stability, well-being, a sense of appreciation and self-esteem, as underscored in previous studies such as Sanchez & Davis, 2010). Study of White Women and Women of Color (Leadership, intersection) focused on the challenges faced by white women and women of color in pursuing and performing leadership roles in the workplace and studying (Ashwini), which was interested in studying cross-identities under emancipation in education, sex and Indian women's communities, and which emphasized that identity affects the material well-being of individuals (Sanchez & Davis, 2010: 175), the Brook & etal study, 2008) which cared about the effects of multiple identities on an individual's well-being, noting that the impact of multiple identities on well-being depends on the number of identities and the importance of those identities and the relationship between them, i.e. when identities are very important, having many identities versus a few results in greater well-being if the identities are harmonious with each other (Brook, & etal.2008,1588)

Through all of the above, the importance of the present research is as follows:

1. This research addresses the segment of women working in the security services, and it is considered an important segment of society, because the

role that women play and that we are studying are important roles in maintaining security in society.

2. This research has dealt with the cross-identity variable, and this is one of the first research to address this variable in the Arab and local environment to the researcher's knowledge. It thus records a new scientific addendum to the local and Arab library with information on this concept.
3. Measurement tools developed in the present research are a new addition to measurement tools in the field of scientific research that other researchers can use for other research in this field.

Third: Research Objectives:

The current study aims to identify:

1. The cross-identity of women working in the security services.
2. The difference in the cross-identity of women working in security services is reflected in the variable years of service.

Firth : Limits of research:

The current research is determined by women working in the security services in the governorates of the Middle Euphrates (Diwaniyah, Karbala, Babylon) for the year 2023.

Fifth: Definition of terms:

First: Intersectional Identity: Defined by:

1. Crenshaw (1991): "As an identity belonging to a comprehensive ideological identity, it refers to the intersection of two or more identities in an individual on a basis (race, sex, caste, disability, religious affiliation, occupation.... It leads to a sense of persecution, discrimination and marginalization. " (Crenshaw,1991:99).

The two researchers adopted the definition of Crenshaw (Crenshaw,1991) as the only definition of cross-identity, adding that the two researchers adopted their theoretical orientation in building the tool and interpreting the results.

Procedural definition of crossover identity:

The overall degree to which (police) is obtained by answering the passages of the cross-identification scale prepared in the present research.

Chapter II. Conceptual framework

Crenshaw's intersectional theory (1989)

Intersectional theory is a feminist social theory first formulated by American civil rights advocate Kimberly Crenshaw in 1989. Intersectionality refers to the intersection of social identities, oppression regimes, dominance and discrimination, i.e., multiple identities intersect to form a different group from their constituent identities such as the intersection of sex with other personal identities, and how these intersections contribute to unique experiences of discrimination.

Kimberly Crenshaw, first coined the term intersectionality in her 1989 research, entitled "Abolishing marginalization, intersection of race and sex" as a feminist critique against the doctrine of discrimination. "To describe many social justice problems such as racism and sexism that often overlap creating multiple levels of social injustice, their primary focus being on employment discrimination against black women in the United States and how legal legislation that insisted on classification and discrimination either on the basis of sex or racial discrimination cannot adequately address their Crenshaw claims, 1995:33). Kimberly Crenshaw conceptualized the intersection axis in which race and gender interact to suppress black women and argued that it affects the crossover identities of women and people of different colour in speeches formed to respond to either one or the other, The interests of women of color are often marginalized in all contexts as their work highlighted that women's experiences are multidimensional and intersectional They are not subjected to such repression solely because of gender, But also through a large number of other identities such as race, class, sex and work.

Cross-identity is the angle viewed by a person or group of people or a social problem affected by a number of forms of discrimination. s identities and experiences in order to understand the complexity of the prejudices they face, In other words, cross-identity confirms that people are often exposed to multiple sources of persecution according to their race. and their caste, gender identity, sexual orientation, religion and other identity marks, and cross-identity recognizes

that identity marks such as ("woman" and "black") do not exist independently of each other which often leads to a complex convergence of persecution, for example, Black man gets USD 0.74 while white man or white woman gets USD 0.78 for doing the same job and black women facing multiple forms of persecution earn only \$0.64. Understanding cross-identity is therefore necessary to combat the intertwined prejudices people face in their daily lives (248: Hancock, 2007).

Crenshaw has expanded on an inclusive theory of intersectionality, noting that in order to understand the oppression of black women it is necessary to look at the intersection of black and feminine while many of those who defended the intersection early on were African American women, The theory proved necessary to understand a wide range of differences including sexual orientation of individuals, age, group, disability, and more (Jackson & Edwards,2018:18)

Crenshaw has expanded and elaborated on an overarching theory of intersectionality, noting that in order to understand the oppression of black women it is necessary to look at the intersection of black and feminine while many of those who defended the intersection early on were African American women, The theory proved necessary to understand a wide range of differences including sexual orientation of individuals, age, group, disability, and more (Jackson & Edwards,2018:18)

The intersection of identities as an analytical framework determines how the marks of an individual's identity interfere (such as race, class, religion, sex and disability) in unique ways to shape that person's experience of marginalization in which the cross-cutting approach emphasizes the fact that subjective experience is not just the sum of different categories of identity, Our subjective personalities appear from the unique intersection of different identities that may result in different forms of discrimination and persecution. inequality systems have led researchers to consider different ways to investigate and analyze them (2019, Frederick & Shifter,). Intersectional theory suggests that there are multiple identities that intersect or interconnect when it comes to oppression and power. persecution of a person or group of people, since the combination of multiple different identities within one individual has an important role to play in cases of persecution and privilege intersectionality indicates that individuals who identify with each of the groups of sexual and ethnic minorities (Ethnic) They will

experience a unique combination of stresses and adaptations related to simultaneous evolution and expression of both identities, as a result of which when thinking about race, researchers must also take into account gender, sex and other identities that may be the focus of persecution or discrimination, because simultaneous experience of all these identities leads to different meanings and experiences than we can capture given race alone (Gaiter, and etal , 2015,496)

There are four definition principles for a cross-identity perspective:

1. Intersectionality asserts that social identities are neither separate nor exclusive, because each individual has multiple identities, for example (gender, class and race) (1993 Yuval 2006, McCall 2005, Crenshaw).
2. The theory considers that social identities are integrated into ideological and national systems that include beliefs, myths and stereotypes about people's abilities, value and roles, and that profoundly affect people's way of living (1993, Crenshaw).
3. The theory of intersectionality confirms that the social identities and representation systems associated with them historically and contextually (1993, Crenshaw 2006, Yuval), which means that identities, beliefs, myths and influences (i.e. associated emotions) operate differently at different times in national and personal history, and in different geographical, institutional and social organizational environments
4. The theory considers that although identities are tangibly linked to individuals, they operate within power structures and are influenced by them, for example, (the legal justice system, the educational system, political systems), in short as ethnic and gender beings, all people interact with systems that view or respond to them in ways that restore the history and patterns of marginalization, oppression or privilege, which either support or frustrate survival efforts.

These four principles focus in short on the theory of intersectionality on the ways in which social identities and structures change, and are changed by each other, as well as the conditions of life and the consequences of life for individuals and groups at different times and in different contexts (Perry & etal, 2016:519)

Crenshaw has indicated that there are three aspects of intersectionality:

1. **Structural intersectionality:** It refers to the way black women experience forms of domestic violence and rape, and it differs entirely from the ways white women experience the same violations.
2. **Political intersectionality:** indicates how anti-sexual and anti-racist laws limit the emergence of experiences of violence against women of color.
3. **Representational intersectionality:** refers to how pop culture gives stereotypes about women of color, obscuring their real life experiences (139: Crenshaw, 1989).

Crenshaw noted that the experience and issues of the women's movement were different for black women because of the environment in which they lived, and continued that race and gender were not inconsistent in women, as they intersected to create a unique experience of discrimination (126: Crenshaw, 1997).

Crenshaw has indicated that social structures (such as power) make some identities more fragile than others, and on the basis of this has tried to show how people suffer intersectional damage, and the central principles of intersectionality are:

1. There is no homogeneous social group.
2. people must be placed in terms of the social structures that accommodate the power relationships involved in those structures.
3. unique and unaddressed existence of identification effects with more than one social group. (Stewart & Mcdermott, 2004: 531-532) In extending the concept of intersectionality to the field of identity, we expect the intersection of identity with multiple oppressed groups to produce distinct sets of perspectives and consequences for individuals. For example, African-American lesbian women will present a different set of perspectives and experiences on white lesbian women or African-American women. (Crenshaw, 1995: 24)

Multiple identity and intersection indicates that individuals who identify with both sexual and racial/ethnic minority groups will experience a unique combination of adaptations related to simultaneous evolution and expression of both identities (Crawford, Allison, Zamboni, & Soto, 2002). As a result, when considering race,

researchers must also take into account gender, gender and other identities that may be at the centre of persecution or discrimination. This is because the simultaneous experience of all these identities leads to different meanings and experiences than we can capture given race alone.

The two researchers have embraced Crenshaw's cross-identity theory, in which they emphasize discrimination, persecution and marginalization resulting from the intersection of identities with individuals, i.e. that an individual may face a different set of privileges or persecution across areas of intersectionality. For the following reasons:

- A. Crenshaw's theory was tested on marginalized and persecuted women as a result of the intersection of identity.
- B. The Krishno theory is of interest to many researchers in the field of identity.
- C. Crenshaw has used easy language free of complex psychological vocabulary.
- D. We could say that Crenshaw's theory is the only theory that addressed crossover identity and focused on marginalized women in different identities.
- E. The production of a new methodological approach is one of the approaches to Krishno's theory, surrounds the intersecting images of discrimination, and offers new alternatives and methods of research into the structure of male society with a view to dismantling it and achieving gender justice.

Chapter three:

Research methodology and procedures:

First: The research community:

The current research community is women in the security services in the governorate of Diwaniyah, Babylon and Karbala for the year (2023), numbering 1,435 female police officers deployed in the aforementioned governorates, with the number of female police officers in Diwaniyah governorate (221) policewomen (15%), and the number of female policewomen in Babylon governorate (421) policewomen (29%), and the number of female policewomen in Karbala governorate (793) policewomen (55%).

Second: Sample research:

The current research sample of 400 female police officers was selected from the research community in the manner of the proportionately distributed caste random sample. Their proportion of the research community (87.27%) is 62 female police officers from the Diwaniyah governorate, 15.5%, 117 female police officers from the Babylon governorate and 29.25%, 521% from Karbala governorate and bala governorate.

Third: Search Tools: Cross Identity Scale:

The two researchers built the crossover identity scale and followed the following steps in building the scale:

1. Scale planning (identification of the concept and areas according to the theory adopted in the study): The two researchers identified the theoretical concept by adopting the definition of "Crenshaw,1991", and the theoretical framework of the theory of cross-identity, a theoretical framework in the construction of the cross-identity scale.

2. Compilation and drafting of cross-identity metric paragraphs: A cross-identity metric paragraph (22) was drafted in its initial form, and alternatives to the answer were based on a quinquennial gradient.

3. Validity of the scale paragraphs: The two researchers presented the scale paragraphs to a number of psychological arbitrators, the number of whom are specialized in the field of psychology. (12) An adjudicator to make judgements on their relevance, the correctness of their formulation and their suitability for the purpose for which they were designed, to judge the validity of alternatives to the scale and the adjustments they deem appropriate, and relying on their views and suggestions, the two researchers amended the wording of some paragraphs, and four of the paragraphs were excluded from the sequence. (8, 11, 21 and 22), thus the scale is from (18) paragraph. Alternatives to responding to the measure are based on the number, content and weight of the arbitrators. The ratio (80%) and above has been set to maintain the scale paragraphs.

4. Measurement instructions: The two researchers prepared clear instructions for the crosscutting identity metric. In their numbers, they took into account that they were simplified and understandable, and asked the respondent to answer the paragraphs of the metric explicitly and accurately, whereas the answer would only be seen by the two researchers, which is prepared for scientific research only.

5. Exploratory application: To ensure the clarity of the instructions and paragraphs of the scale, the two researchers applied the scale to a sample of (30) police, asked them to make their observations and read the instructions and paragraphs well, and inquired about any ambiguity, they observed that all paragraphs, alternatives and instructions are clear, and the time taken to answer ranges from (8-12) minutes.

6. Scale correction: The crosscutting identity measure is compounded by (22) a paragraph, and five alternatives, namely (always, sometimes, rarely, ever), where the responses of female police officers to the scale paragraphs are in a positive direction (1, 2, 3, 4, 5), that is, from (always) given (5 degrees) to (I) given (1 degree), or (4 degrees, 1).

7. Statistical analysis of paragraphs: The method of the two groups of parties, and the approach of the degree of the paragraph to the overall degree of scale, are appropriate methods in the process of analysing the paragraphs, and have been used by the researchers for this purpose and as follows.

a) Two-party method: To calculate the discriminatory force of each cross-identification measure paragraph, the two researchers applied the cross-identification measure to the 400-police search sample. Then the responses of the examiners were corrected and the total score calculated for each cross-identification scale form, after which the forms were sorted by grades downward from the highest grade to the lowest score, and the percentage was set (27%) of the highest-scoring forms named the top group (108) form, as well as appoint a percentage (27%) of the forms with the lowest grades and named the minimum group which reached (108) Form also, so it was the number of forms subject to analysis (216) Form out of (400) form, the T test of two separate samples was then applied to extract the discriminatory force of the paragraphs, so the calculated T value was prepared as an

indicator to distinguish each paragraph by comparing it with the tabular T value as shown in table (1).

b) Subparagraph degree approach to the overall scale: To ensure the veracity of the functional stability scale paragraphs according to the approach to the overall degree of subparagraph, a correlation coefficient (Pearson) was used between each paragraph's degree and the overall scale and all values were found to be statistically related to the overall degree D as being higher than the extreme tabular correlation value (0.098 (at 0 level).05) and degree of freedom (398) (Guide, 2019:212), as shown in Table (1).

c) Table (1) shows the calculated T value and the value of the paragraph's relationship to the overall grade

Calculated T value	Correlation value	Paragraph	Calculated T value	Correlation value	Paragraph	Calculated T value	Correlation value	Paragraph
23.88	0.78	13	16.86	0.70	7	17.60	0.62	1
19.84	0.73	14	21.45	0.72	8	17.08	0.66	2
19.45	0.69	15	26.09	0.71	9	13.71	0.58	3
11.82	0.58	16	20.96	0.73	10	18.79	0.70	4
11.97	0.57	17	7.24	0.41	11	21.98	0.68	5
16.19	0.63	18	15.26	0.66	12	22.48	0.70	6

8. Exploratory working analysis:

Researchers use exploratory working analysis when they develop and recognize data obtained from individuals' responses to analysis without specifying the number and nature of factors and measured variables that saturate each, after conducting the working analysis. (Aoun and Aish, 2016:96), exploratory working analysis is a statistical method that aims to reduce a number of component variables of the main variable in question, to a lower number called factors (Mr.,

1979:688), so it is used as a strategy to reduce the number of variables or indicators used to collect data such as a questionnaire, and to reveal the common area of meaning or meaning (Relationship) in which they share (common denominator) (Faraj, 2007:270), exploratory working analysis also assesses the working honesty, to detect the working structure (Number of factors and saturation pattern of paragraphs for the measure used) (Aoun and Aish, 2016:97).

Studies shared by the two researchers did not indicate factors in the cross-identity variable relative to the cross-identity variable. The question is: Are there areas (factors) that can be derived from a cross-identity scale commensurate with the characteristics of the research community? This is what we will know by using the working analysis of the same data on which the distinction of paragraphs was made.

The two researchers therefore used the Social Science Statistical Pouch (SPSS), in which they relied on the basic ingredients method, one of the most used and accurate, because it leads to the extraction of accurate and clear saturations, and that each factor extracts the maximum amount of variation (Abu Hadbab and Sadiq, 1991:622). The two researchers also relied on the Kaiser Criterion to determine the factors, which depend on the size of the variation expressed by the worker, and the best to obtain the factor of its underlying root is at least one (1), the source of its variation is more than one paragraph, and the factor is a common variation (Guttman, 1954:190). The factors in this method are factors equal to or greater than their inherent roots on one. (1), and that the size of saturations in that factor shall not be less than (0.30) If less, it excludes, i.e. the factor for which the underlying root is less than one, refers to a small amount of variability in the original variables themselves, it is best excluded for lack of indication in the working analysis (Abu Nile, 1987: 420), so this action will take a criterion in the working analysis of this measure.

The exploratory working analysis was carried out on the scale paragraphs. The two researchers used the basic component method on the 400 police search sample. The Kaiser Meyer Olen test was valued at 0.92, higher than the cut-off score (0.50) (Abu Nile, 1987:400), indicating that the size of the research sample was suitable for the working analysis.

The 18 intersectional identity scale paragraphs represented a variable used in the process of practical analysis, resulting from the process of practical analysis (4) Factors rated downward in terms of their contribution to calculated socialism, and the root of the first factor representing their contribution to total socialism was equal to (7.90) which explains the amount (43.86) of the interpreted variation, the underlying root of the remaining factors has been less than one (1), so neglected. The two researchers also used the Varimax rotation method to identify the saturation of the paragraphs in this factor, based on the Thruston criterion, which emphasizes the importance of the paragraph being saturated in a practical form in a particular factor and weak in other factors (Abu Nile, 1987:433), and to judge the value of the working saturations of variables (paragraphs) with practical significance, saturation is close to zero if below (0.30),

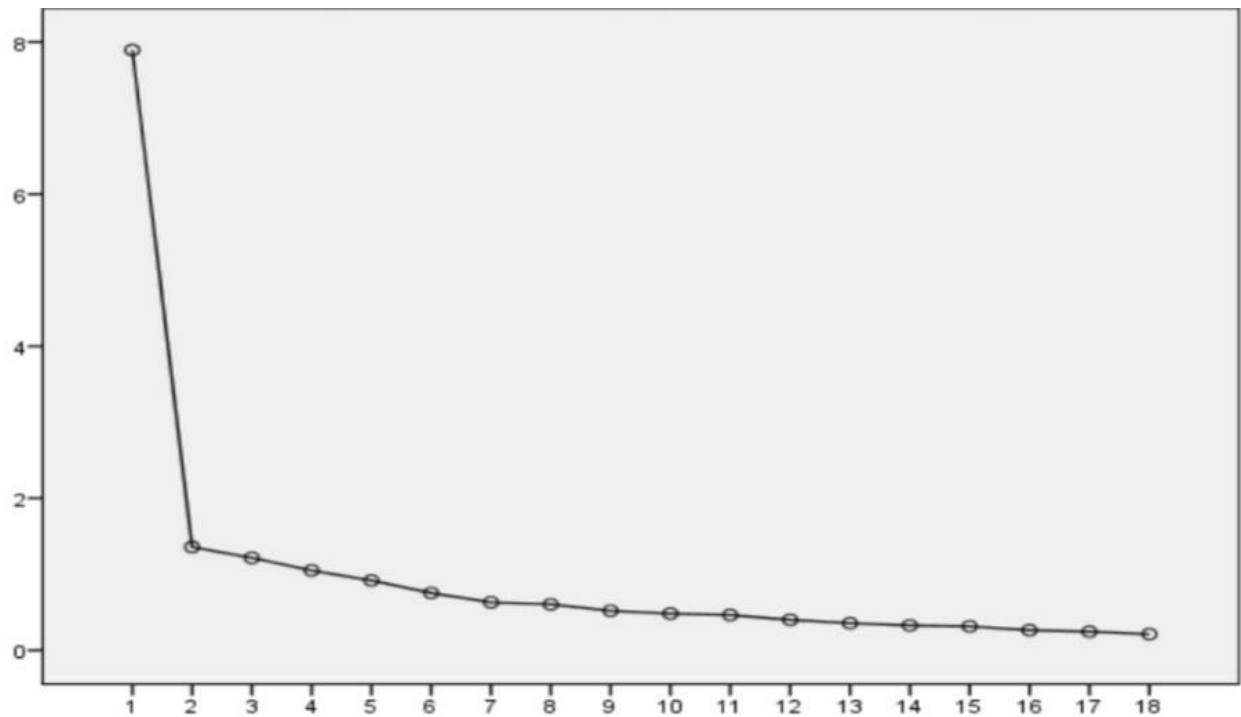
Two researchers have used this criterion as a criterion that is accepted on the basis of variables (paras) in the factor.

The cross-identification scale has maintained its working structure consisting of one factor, showing that all paragraphs with psychological meanings and saturated with this factor according to the previous standard indicated, as shown in the factor matrix of the cross-identification measure after rotation in table (2).

Table (2) Factor matrix for post-rotation cross-identification measure

The forth factor	The third factor	The second factor	The first factor	Paragraph sequence in scale
0.43	0.43		0.60	1
	0.50		0.66	2
0.53			0.57	3
			0.70	4
		0.45	0.69	5
		0.39	0.70	6
			0.70	7
			0.72	8
		0.34	0.71	9

			0.74	10
	0.46		0.38	11
			0.65	12
			0.80	13
		0.35	0.74	14
	0.34		0.69	15
0.49			0.58	16
		0.57	0.56	17
	0.36		0.63	18
0.80	0.98	0.96	7.90	Latent root
5.83	6.75	7.55	43.86	Interpreted variation



Intersectional identity

Components number

Format (1) Exploratory working analysis of crosscutting identity metric

From the table and the graphic above, the result of the exploratory working analysis of the crosscutting identity barometer has produced one general factor and this factor explains the amount (43 .86%) of the total variance, other than paragraphs (11-17), which are encompassed by factors other than the general factor of this measure, is constructively correct and the number of paragraphs of the scale (16) is final.

9. Standard Characteristics (Psychometric) of Cross Identity Scale:

To extract standard characteristics of Cross Identity Scale the two researchers followed the following:

The two researchers used several indicators to extract the sincerity of the intersectional identity scale as follows:

1.Apparent truthfulness:

This indicator is achieved in the crosscutting identity measure by presenting its paragraphs to a group of psychological arbitrators, and taking their views on the validity of the scale's paragraphs, alternatives to answering them and instructions, relying on an agreement ratio (80%) and more.

2.Sincerity:

This kind of sincerity is achieved through the following indicators:

1. Extract discrimination by way of the two party groups, as mentioned earlier.
2. To extract the link of the paragraph degree to the overall degree of the scale by the method of the subparagraph degree relationship to the overall degree of the scale, as mentioned earlier.
3. Working Truthfulness: The two researchers calculated the working honesty of the crosscutting identity measure by conducting exploratory practical analysis, as mentioned earlier.

Stability indicators:

To verify the stability of the current scale, the two researchers relied on two methods:

1. **Internal consistency (alpha-kronbach).** The two researchers verified the constant of the alpha-kronbach cross-identification scale by relying on the total sample data. The constant factor was 92.0, after the deletion of paragraphs 11-17, which fell in the working analysis.
2. **External consistency (test - retest)** The two researchers used this method to extract the stabilization factor on a sample made up of (30) Cop. After two weeks of the first application of the scale, the two researchers reapplied the same scale again and on the same sample, and after using the Pearson correlation coefficient to identify the nature of the relationship between the first and second application scores, the stability coefficient value of the scale showed (0.80) This value is an indicator of the stability of individuals' responses on the cross-identification scale, as Kronbach explained that if the coefficient of association between the first and second application (0.70) and more, it is a good indicator of test stability (Isawi, 1999:222).

Finalized Crossover Identity Measure:

The crosscutting identity measure consisted of (16) paragraphs, after the deletion of (2) paragraphs whose discriminatory force and internal consistency have been shown by statistical analysis to be weak, the highest degree of policing is (80) and the lowest is (16), and the hypothetical medium is (48) degrees.

Chapter four

Presentation and discussion of results:

First Objective: To measure the cross-identity of women working in security services:

To achieve this goal, the two researchers applied the crossover identity metric to the research sample. (400) and their average score on the scale was found to be (37.60) with a standard deviation of (17.21) Degree, comparing this average with the hypothetical average * of the measure (48) Degree, using the t-test for a single sample showing that there is a statistically D difference at the level of (0.05) between computational and hypothetical averages and in the interest of hypothesis, with T value calculated (12.09) is higher than the tabular T value of 1.96 to a degree of freedom (399) and table (3) shows this.

Table 3: T Test for Difference Between Average Sample and Average Hypothetical Cross Identification Measure

Indication	Degree of freedom	Tabular T value	Calculated T value	Hypothetical mean	Standard deviation	SMA	Number of sample personnel
Significant	399	1.96	12.090	48	17.21	37.60	400

This result indicates that the research sample does not have a cross-identity, and this result can be explained by a theory Crenshaw indicates that each of us and every human group has more of a contested identity. Some of them appear and diminish the other, but they are indelible and invalid. In one's life there are more than one influential identity at the same time, Each identity has characteristics that

distinguish it from others, and the reason for the low cross-identity of the research sample is that they succeeded in removing the intersection imposed on the basis of sex by adjusting to the reality of discouraging work to eliminate discrimination and social marginalization that rejects the idea of women's presence in the police service. Women in the security services (policewomen) have a working identity that gives them unique distinction in society.

Crenshaw also considers that every human being has many intersecting identities and no human being has a single simple identity. for example when it comes to an individual's identity, Not only does one part of his personality or identity stand out, he's not just a student or a brother and he's both. That is, the two work together to form a person's unique personality and sense of who he is, and cross-identity works on the same principle. According to the researchers, women police officers possess a gender-based and female identity, as well as a family identity as wives, mothers and sisters, as well as their social identity with their friends outside of work and family, and their social identity within work. However, women police officers have adapted to this intersection, resulting in a reduction in their intersectional identity.

The results of this study differed with the study (Cross, 1991), the study of David, (2017), and the study (2017,Jenny) which all emphasized the high intersectional identity of women.

Second Objective :To reflect the difference in the cross-identity of women working in security services depending on the variable years of service:

To achieve this goal, a single variance analysis has been used to identify differences in cross-identity according to the variable years of service and table (4) and (5) show this:

Table (4) Standard averages and deviations of the crosscutting identity scale depending on the service years variable

Standard deviation	SMA	Number	Years of service
20.38	39.91	22	9 years
20.84	49.73	15	8 years
19.02	40.97	37	7 years
17.57	41.55	56	6 years

18.02	40.07	75	5 years
18.77	42.58	50	4 years
19.83	43.45	58	3 years
17.11	38.74	87	2 years
18.45	41.23	400	Total

Table (5) One-way analysis of variance to indicate differences in cross-identity according to the years of service variable

Indication	F value	Mean square	Degree of freedom	Total of square	Source variables of
Non significance	0.90	307.232	7	2150.623	Between groups
		341.035	392	133685.675	Inside groups
		---	399	135836.298	Total

The above finding indicates that there is no statistically D difference in cross-identity depending on the variable years of service, with the calculated net value (0.90) being lower than the tabular net value of (2) at the level (0.05) and degree of freedom (7-392). This finding can be explained by the fact that women working in the security services do not feel the intersection of identity despite different years of service. Crenshaw considered that cross-identity arises through the intersection of sex, race, colour or occupation. Crenshaw explained that intersection and interference in identities occurs in society at any time when a person has multiple forces of discrimination that work against him or her, or multiple identities that struggle between them and intersect. Hence there is no connection between the periods that have elapsed with the work and the cross-identities, Women working in the security services are subjected to the same conditions and identities as they hold (sex, work identity) from the beginning of the appointment to retirement.

Recommendations:

Based on the research's findings, the two researchers recommend that:

- ❖ Raising society's awareness of the importance of the work of the Women's Police in our society, which needs it most, through the various media, in order to make society aware and cooperate with the Police in order to provide them with the obstacles they face in their work.
- ❖ The work of security institutions to assess the muscular and physical efforts of female police officers in security institutions through the moral reward of them in a manner commensurate with the nature of their work, which contributes to raising the morale and potential of female police officers towards performance.

Proposals:

In the light of the research's findings, the two researchers propose:

- ❖ The researchers suggest to Conduct a study similar to the current study on other social segments (politics, media, presidential and administrative positions).
- ❖ The researchers suggest to Conduct a study on research variables (cross-identity) and their relationship with other demographic variables not covered by the present research (e.g. married and unmarried women working in the women's police, military ranks such as female and police officers).

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