Community Science

Effective Strategies
Equitable Systems
Strong Communities

Equity in Evaluation

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Definition of Equity

Equity is achieved when people, regardless of their race first and foremost, gender, sexual identity, disability, socioeconomic status, and any other demographic characteristic, and place of residence have:

Fair Access

Fair access to the resources and opportunities they need to reach their full potential.
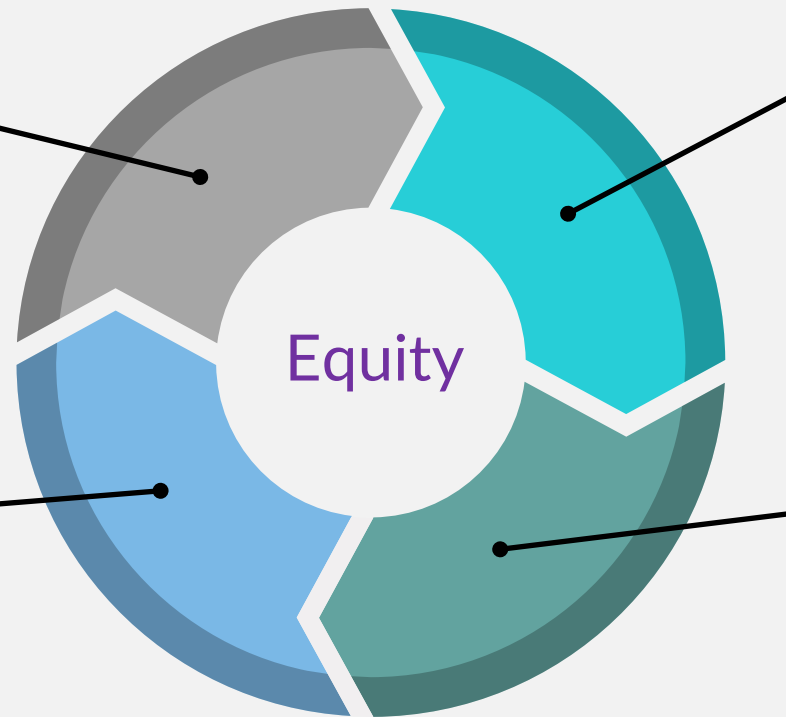
Rights

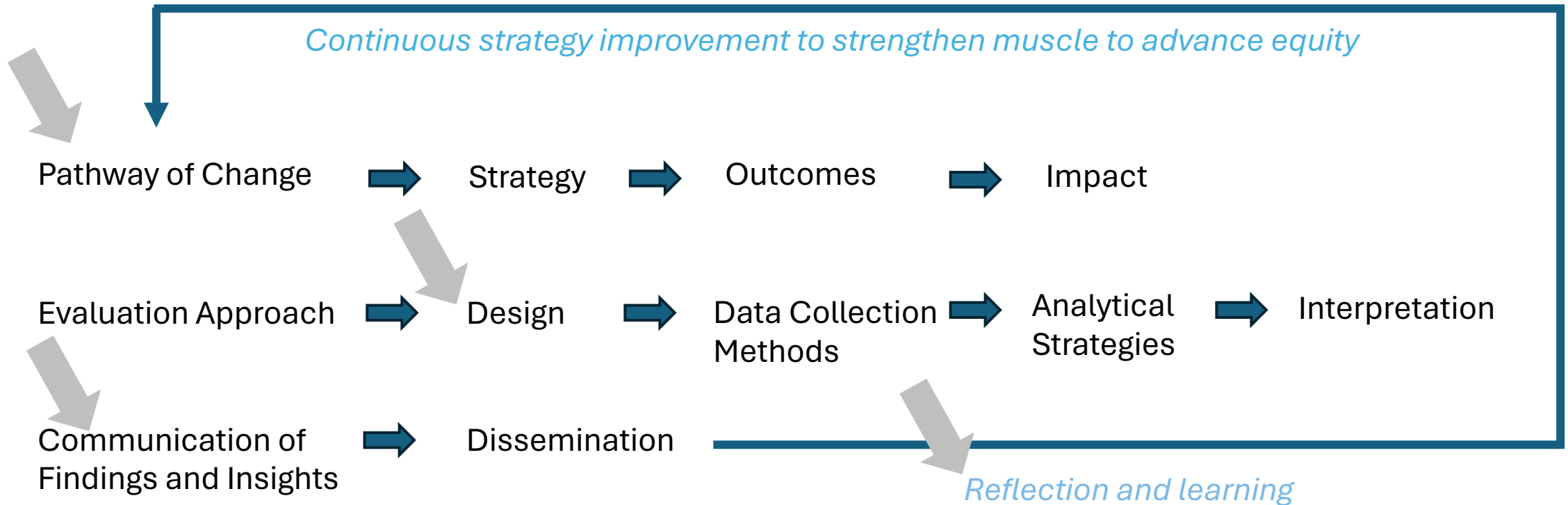The rights to these resources and opportunities.

Capacity

The capacity and conditions to take advantage of these resources and opportunities.
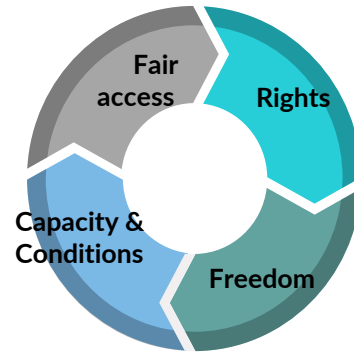
Freedom

The freedom from any discrimination to obtain these resources and opportunities as respected by institutions and the law.

Equity

Where Does Equity Show Up?

Continuous strategy improvement to strengthen muscle to advance equity

Pathway of Change ➡ Strategy ➡ Outcomes ➡ Impact

Evaluation Approach ➡ Design ➡ Data Collection Methods ➡ Analytical Strategies ➡ Interpretation

Communication of Findings and Insights ➡ Dissemination

*Reflection and learning*

Community Science

How Does Equity Show Up in Evaluation?

Pathway of Change ➡ Strategy ➡ Outcomes ➡ Impact

- **Who is supposed to benefit -- what is unfair, unjust, and for whom?**

- What is the problem you are trying to solve -- what are the root causes of disparities, violation of rights, harmful narratives, etc.?

- Whose voices are framing the problems and shaping the solutions?

- Which aspect of the systems need to change -- what levers of change are most practical to push to have the most catalytic impact?

- **Where does power lie -- where is the support, resistance, etc.?**

- Is the strategy tailored to the participants, communities, and/or populations that are supposed to benefit from it?

- Is the strategy inclusive and does not inadvertently create divisiveness?

- **What and whose conditions and capacities need to be in place and strengthened to ensure successful implementation?**

- Are there unintended outcomes that need to be considered and accounted for?
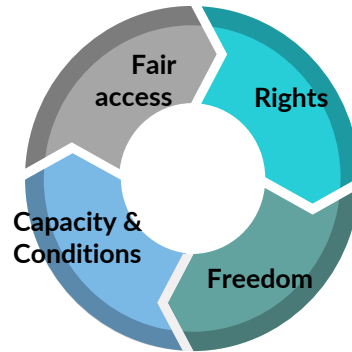
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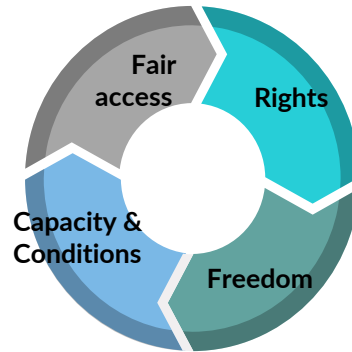
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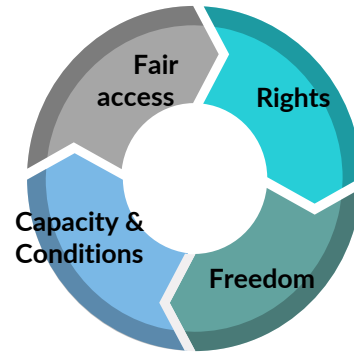
A Story

Where has it worked? Gone wrong?

How did you respond?

How Does Equity Show Up in Evaluation?

Evaluation Approach ➡ Design ➡ Data Collection Methods ➡ Analytical Strategies ➡ Interpretation

- **Who is informing the indicators and measures -- what do they expect to observe, experience, and hear?**

- Are incentives for participation distributed in a fair way?

- Are the risks and benefits of participation reasonable and clearly communicated?

- Do participants and other people invested in the evaluation have fair access to information and updates about the evaluation?

- **What and whose conditions and capacities need to be in place and strengthened to ensure a successful evaluation?**

- Are data collection methods appropriate to the histories, contexts, and cultures of participants?

- **How is the analysis paying attention to histories, contexts, and cultures of participants?**

- **Are patterns that emerge from the data being examined with a systems lens, and not "blaming the victim" lens?**

- Does the interpretation of the findings perpetuate harmful narratives about certain people, communities, and populations?
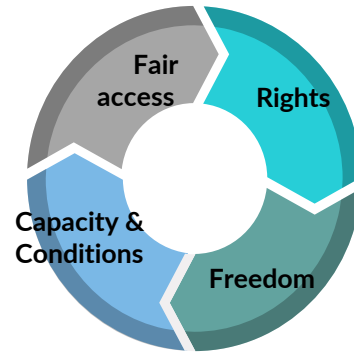
How Does Equity Show Up in Evaluation?

Fair access · Rights · Freedom · Capacity & Conditions

Evaluation Approach → Design → Data Collection Methods → Analytical Strategies → Interpretation

A Story

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How Does Equity Show Up in Evaluation?

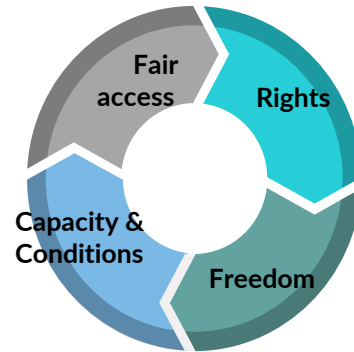Communication of Findings and Insights ➡ Dissemination

- **Whose story is it to tell?**

- **Do the stories harm or divide communities?**

- **Who needs to know about the findings and insights?**

- What is the best and most accessible way for them to receive the findings and insights?

How Does Equity Show Up in Evaluation?

Communication of Findings ➡ Dissemination

A Story

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Keep in Mind

- No magic wand, no checklist
- It's the little things
  - It takes time and resources
- There will be resistance, whether intentional or not
  - Be as ready as you can be
- There is not beginning or end to integrating equity into evaluation
  - You will not get everything right the first time
  - Pause, reflect, learn, and improve the next time
- It will take all of us to change structures, practices, mental models, and habits

Questions & Answers

Thank You