

Equity Strategy Design Checklist

Use the following checklist to assess whether your strategies have drawn upon powerful approaches for promoting equity.

To what extent are your strategies...	✓
<p>Co-Developed with Groups Experiencing Inequities</p> <ul style="list-style-type: none"> • Share and redistribute decision-making power with groups experiencing inequities by redefining roles, valuing different ways of knowing (e.g., lived experience <i>and</i> research), creating more balanced decision-making processes, and holding institutions accountable to using resident voice. • Authentically engage groups experiencing inequities in the strategy co-design process, for example through a co-design workshop. 	
<p>Using a Targeted Universalism Approach</p> <ul style="list-style-type: none"> • Identify which groups are experiencing the most inequities related to your targeted problem and why. • Design strategies to address those groups' specific needs, circumstances, and cultural traditions. • Broaden solution to benefit as many people in the community as possible. 	
<p>Enhancing Capacity of Groups Experiencing Inequities</p> <ul style="list-style-type: none"> • Design strategies to enhance the social, economic, political, and learning power and capacity of communities experiencing inequities. 	
<p>Leveraging Powerful Root Causes</p> <ul style="list-style-type: none"> • Design strategies to shift powerful root cause leverage points driving local inequities (listed below in order of most to least powerful) <ol style="list-style-type: none"> 1. Mindsets 2. Connections, Regulations, Power 3. Interactions and Feedback 4. Components and Resources 	
<p>Addressing Unintended Consequences</p> <ul style="list-style-type: none"> • Address potential unintended consequences of your strategies such as: <ul style="list-style-type: none"> ○ further disadvantaging groups experiencing inequities ○ relocating the problem or root causes to another community area ○ shifting system resources away from other essential activities 	
<p>Designed to Reduce Local Inequities</p> <ul style="list-style-type: none"> • Focus strategies on reducing local inequities and promoting equity 	

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Peer to Peer Consultant Roles

Use a Targeted Universalism Approach

Your role is to help the team use a Targeted Universalism approach to design their strategies.

(Refer pages 8-9 of the Design Equity Supplement)

Key Questions to ask:

- How can you design this strategy to address the specific needs, circumstances, and cultural traditions of groups experiencing our targeted inequity?
- What can you then add to the strategy so it benefits as many additional people in the community as possible?

Enhance Capacity of Groups Experiencing Inequities

Your role is to help the team consider how to enhance the power and capacity of groups experiencing inequities.

(Refer pages 10-11 of the Design Equity Supplement)

Key Questions to ask:

- How can you design this strategy to enhance and build the social, economic, political, and learning power and capacity of groups experiencing the targeted inequities?

Anticipating and Addressing Unanticipated Consequences

Your role is to help the team anticipate and address unintended consequences their strategies could have on equity.

(Refer pages 16-17 of the Design Equity Supplement)

Key Questions to ask:

- Could your strategies create any unintended consequences for groups experiencing inequities?
- If so, how can you address these consequences?