

# INEQUITY WASTE WHEEL

*Waste categories resulting in inequity.*

For use in process improvement, project/program planning and determining recommendations.



## Key

- = Common behaviors displayed by people with power and privilege, often unintentionally
- = Common inequities experienced by people without power and privilege.

# Equity Impact Analysis: Example Questions

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**Why use this resource?** To consider and avoid inequitable consequences of proposed actions.

**Who should use it?** Any team interested in improving a process, program, policy, or decision.

**When should the tool be used?** As soon as possible in your work, to anticipate and address equity impacts.

## 1. Identify and Engage Stakeholders

Which under-represented groups may be most affected by the issues we are studying? Have we informed and meaningfully involved them? If not, how can we engage them, so they feel authentically represented?

## 2. Specify Inequities

How are these under-represented groups affected? Which inequities on p. 1 are involved? What data show inequity exists? What data is missing or needed?

## 3. Consider Root Causes

What factors may be contributing to inequities associated with this issue? How did these arise? Are they growing or narrowing in scope? Does our proposal address root causes? If not, how can we address them?

## 4. Clarify the Intention

What does the proposed action or decision seek to achieve? Will it reduce health care disparities or bias in our environment? Will it increase trust?

## 5. Consider Adverse Effects

What adverse effects or unintended consequences may result from this proposal? Which inequities on p. 1 may be involved? Which groups could be negatively affected? How could we prevent adverse effects?

## 6. Advance toward Equity

What positive effects on equity, diversity, inclusion and belonging, if any, could result from this proposal? Which racial or ethnic groups, or other under-represented groups, could benefit?

## 7. Identify Alternatives and Improvements

What are some better approaches for reducing disparities and advancing equity? What could we change in our proposal to foster positive effects on equity, diversity, inclusion and belonging?

## 8. Determine Success Factors

What are the success indicators and progress milestones we want to achieve? Who will we inform about our progress? How will we assess the level, diversity, and quality of ongoing stakeholder engagement?

## 9. Ensure Feasibility, Sustainability and Accountability

Is the proposal realistic and adequately funded? How will we ensure ongoing data collection, transparent reporting, stakeholder participation and visible accountability?