



Part Two: Practice Equity Daily > 5. Design programs & policies that are targeted & universal.

INTRODUCTORY QUESTIONS FOR PROGRAM DESIGN AND EVALUATION

This toolkit focuses on internal organizational issues. Still, we want to highlight some of the questions you should raise when you begin to focus on your community impact work.

PROGRAM AND POLICY DESIGN

- How do (or can) we engage our constituents/participants in understanding the challenges and designing and implementing our programs, policy advocacy and other activities?
- What are our goals? How do they reflect shared values and aspirations of our community?
- What do the data tell us about which groups in our community are carrying the burden of negative outcomes, or are furthest from those goals?
- What system dynamics (causes or drivers of outcomes, flows of information and resources, uses of power) are producing or reinforcing the circumstances that we want to address through programming, policy advocacy, or other efforts?
- What are effective ways to engage with those systems dynamics? Where are the leverage points for change for different groups in your community?
- How can we translate our understanding of the systems dynamics and leverage points for change into programming or policy that is differentiated and targeted to specific groups based on the data?
- How does (or can) our programming and policy work explicitly interrupt racism, produce more equitable outcomes and foster deeper inclusion?
- How do (or can) we build on community strengths and assets in and through our programming and policy advocacy?

PROGRAM EVALUATION

- How are we engaging our constituents/participants in defining success? In assessing the impact of our work?
- Do our goals include equitable results, equitable processes and improved relationships across different groups within our community?
- How do we assess the impact of our work?
- How do we ensure that we are addressing inequities as we explore overall program outcomes?
- How are we using evaluation results to learn and inform future plans and actions?