

## EQUITABLE EVALUATION GUIDING QUESTIONS

Does your evaluation plan reflect equitable evaluation principles? This document presents guiding questions that will help you assess yourself at every phase of your planning. It is based on the following principles articulated by the [Equitable Evaluation Initiative](#):<sup>1</sup>

<p><b>Principle 1:</b> Evaluation and evaluative work should be in service of equity.</p> <p><i>Production, consumption, and management of evaluation and evaluative work should hold at its core a responsibility to advance progress toward equity.</i></p>	<p><b>Principle 2:</b> Evaluative work can and should answer questions about:</p> <ul style="list-style-type: none"> <li>• <i>How historical and structural decisions have contributed to the conditions to be addressed</i></li> <li>• <i>Effect of a strategy on different populations</i></li> <li>• <i>Effect of a strategy on the underlying systemic drivers of inequity</i></li> <li>• <i>Cultural context</i></li> </ul>	<p><b>Principle 3:</b> Evaluative work should be designed and implemented commensurate with the values underlying equity work:</p> <ul style="list-style-type: none"> <li>• <i>Multi-culturally valid</i></li> <li>• <i>Oriented toward participant ownership</i></li> </ul>
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### QUESTIONS TO CONSIDER

Before diving into questions about the specifics of your evaluation, consider your evaluation team. Are they culturally and racially diverse? Do they represent different backgrounds, beliefs, and relationships to the work you do?

### EVALUATION PURPOSE(S) AND AUDIENCE(S)

1. Does our overall evaluation purpose explicitly reference progress toward equity? At the level of program results? At a structural or systemic level?
2. Do our evaluation audiences include the people for whom we are seeking more equitable results? For example, if a program is intended to increase opportunity for Black, Indigenous,

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<sup>1</sup> Equitable Evaluation Initiative. The equitable evaluation framework: Principles and co-learning. Retrieved from <https://www.equitableeval.org/ee-framework>

and youth of color (BIPOC youth), are BIPOC youth named as stakeholders in our evaluation work?

#### EVALUATION QUESTIONS

3. Have we involved our evaluation stakeholders – in particular those whom we serve – in the identification and prioritization of evaluation questions?
4. Do our evaluation questions pertain to structural or systemic drivers of inequity?
5. Do our evaluation questions require us to consider whether different groups experience our programs or services differently?
6. Do our evaluation questions pertain to structural or systemic change?

#### OUTCOMES AND INDICATORS

7. Are our outcomes framed in a way that emphasizes the strengths of the people we serve?
8. Are our outcomes meaningful and culturally relevant to the people we serve?
9. Will our indicators provide us with information on inequitable results or effects (i.e. are they disaggregated in a way that allows us to see gaps)?
10. Will our indicators provide us with evidence of structural or systemic progress?

#### DATA COLLECTION, ANALYSIS, AND REPORTING

11. Are we transparent with all stakeholders about how and why we collect and use data?
12. Are our program stakeholders involved in data collection, and in what ways?
13. Are our data collection tools culturally relevant and appropriate to the people we serve?
14. Do we actively involve stakeholders in the process of making meaning from data?
15. Do we have plans detailing how we share evaluation results with different audiences?