** Self-Reflection Tool**

*Data and evaluation efforts are not inherently objective, unbiased or equitable. Who decides and how decisions are made about evaluation questions, methodologies, the interpretation of results, and whose voices are and are not included present opportunities for values, biases, and worldviews to influence the process and the outcome of the evaluation effort. Intentionally taking an equitable approach strengthens transparency and rigor and works in service of advancing health equity.*

The purpose of this tool is to support organizations in performing a self-assessment of their journey to use data and evaluation in pursuit of equitable programs and outcomes. It is recommended that the self-assessment is completed through a conversation between multiple staff members with evaluation and data responsibilities at the organization. The self-reflection tool is not a required element of the *Data for Equity* proposal but it can help identify strengths and potential areas of growth that could be supported through the *Data for Equity* capacity building program. The *Data for Equity* capacity building program aims to help organizations who have made some initial steps along this journey to continue to grow and learn.

For each element listed in the table below, reflect on the extent to which your organization has considered, planned, or made progress carrying it out. Once completed, reflect on the following questions.

• What are our strengths? What did it take for those to become our strengths?

• What are our areas of opportunities? What specific steps can we take as an organization to move us further along in our journey in using data to advance equity?

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Have not considered yet | Has been identified as an opportunity | We have a plan to address | We have started making progress | Is a strength of our organization |
| Equity is a central and explicit value of our organization | o | o | o | o | o |
| Our organization has diversity, equity and inclusion (DEI) goals included in its strategic plan | o | o | o | o | o |
| Our organization has identified metrics for measuring how it is working toward its DEI goals | o | o | o | o | o |
| We have participated in cultural competency or equity training | o | o | o | o | o |
| We examine the potential impact of cultural stereotypes and personal biases in our evaluation efforts | o | o | o | o | o |
| Equity is an explicit value or goal in evaluation design | o | o | o | o | o |
| We engage community members, consumers and stakeholders throughout the evaluation process (design, data collection, interpretation of results, applying findings) | o | o | o | o | o |
| We consider the impact of structural and systemic inequities on our projects and evaluation | o | o | o | o | o |
| We choose and assess data collection instruments and tools for cultural appropriateness | o | o | o | o | o |
| We use evaluation data to assess how services or projects are delivered to different groups of consumers or stakeholders, as applicable | o | o | o | o | o |
| We disaggregate outcome data along demographic lines to identify potential differences in impact of the program(s) or project(s) | o | o | o | o | o |
| Our evaluation results are shared with community members, consumers and stakeholders | o | o | o | o | o |
| Our evaluation results inform continuous improvement efforts to drive toward equity | o | o | o | o | o |

For questions regarding the self-assessment tool, please contact Michelle Lydenberg at mlydenberg@interactforhealth.org.

**Sources**

[Equitable Evaluation Guiding Questions](https://ydekc.org/wp-content/uploads/2021/05/Equitable-Evaluation-Guiding-Questions.pdf), Youth Development Executives of King County

[The Equitable Evaluation Framework Framing Paper](https://static1.squarespace.com/static/5a73584b8fd4d2dbcaa08405/t/5fbdb0633c02f22b9dc97d37/1606266980696/Equitable%2BEvaluation%2BFramework%2BFraming%2BPaper_200904.pdf), The Equitable Evaluation Initiative

[*Is My Evaluation Practice Culturally Responsive?*](https://publicpolicy.com/wp-content/uploads/2020/06/REL_Self_Assessment_rev_Sept_2015.pdf), Public Policy Associated, Incorporated

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[Race Equity and Inclusion Action Guide](https://www.d5coalition.org/wp-content/uploads/2015/10/AECF_EmbracingEquity7Steps-2014.pdf), The Annie E. Casey Foundation