



How do we promote equity in the work we do every day?

Key Points:

- Every time we make a decision or implement a service, there is an opportunity to **examine systems** with an equity lens.
- Realizing the benefit of equitable public service to a diverse community is an **ongoing** and **active** process.

Further Learning:

[Gender Based Analysis Plus \(GBA+\) training](#) is FREE and all about looking at how people see or experience the same things differently.

[This](#) is a great 4 minute video introduction to GBA+ produced by the City of Edmonton.

Support:

Community Development is happy to support you in applying an equity or GBA+ lens to any project you're working on! We can do research, find resources or just be a fresh set of eyes.

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EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

Decision making - ask yourself:



Look at systems:

Who are the decision makers at the table? Who else should be engaged? Does this system benefit some and leave others out? Have we asked the most impacted what they need or want? Are the systems accessible and user-friendly for everyone?



Look at outcomes:

Who benefits from this and how? Are there unintended consequences for some? What alternative action could produce different, more equitable outcomes?



Focus on ways to promote continuous learning:

Where are we inviting and looking for input? How are we using that input to alter ongoing or future action? What supports and accountability systems can be structured into routine practices to keep equity as a priority?

Implementation - ask yourself:



Communication about a service or initiative:

Is the message simple, clear and effective? Are we using local imagery and communicating to those in need of receiving the message? Is the method of communication accessible across the community, including marginalized groups? Does the message need to be translated? Does the message need to be provided in different forms (written, audio, video, closed-captioned etc.)?



Front-line staff:

Have expectations and standards related to equity been set to ensure that public-facing staff are prepared and supported?



Evaluation:

What data are we collecting (qualitative/quantitative)? Are we looking at that data in different ways? How are we using that data to improve future service?