Inequity Waste Wheel Toolkit

Waste categories resulting in inequity.
For use in process improvement, project/program planning and determining recommendations.

Use the questions on pp. 2-3 to consider how to improve equity.

Silencing
Not inviting or hearing all voices, excluding data/metrics about underrepresented people

Under-Representation
Hidden or incomplete contribution from, and information about, underrepresented populations

Mistrust
People do not feel safe in system, environment and/or with peers, leaders, providers

INEQUITY

Assumptions
Not asking, not knowing, missing the mark, accepting less for some, overlooking equity or social determinants of health

Power and Privilege
People not recognizing or acting to check their privilege and/or biases

Access Barriers
Underrepresented people not having access to resources, services, opportunities, supports

Key

⬡ = Common behaviors displayed by people with power and privilege, often unintentionally.

⬡ = Common inequities experienced by people without power and privilege.

Equity Impact Analysis

Why use this resource? To consider and avoid inequitable consequences of proposed actions to improve patient care and the patient and team member experience.

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

When should the tool be used? At the beginning of the decision-making process, to help ensure equity impacts are anticipated and addressed.

1. Identify Stakeholders

Which racial or ethnic groups, or other under-represented groups, may be most affected by the issues related to our proposal or decision?

2. Engage Stakeholders

Have we informed and meaningfully involved stakeholders from different racial/ethnic groups, or other under-represented groups, in developing this proposal? (Especially those most negatively affected?)

Who is missing, and how can we engage them in this process, so they feel authentically represented?

3. Specify Inequities

Which racial or ethnic groups, or other under-represented groups, are currently most advantaged and most disadvantaged by the issues this proposal seeks to address?

How are they affected differently? Which inequities on the Inequity Waste Wheel are involved?

What quantitative and qualitative data show inequity exists?

What data is missing or needed?

4. Consider Root Causes

What factors may be contributing to racial or other inequities associated with this issue?

How did the inequities arise?

Are they growing or narrowing in scope?

Does our proposal address root causes? If not, how could we address them?

5. Specify 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?

6. Consider Adverse Effects

What adverse effects or unintended consequences could result from this proposal? Which inequities on the Inequity Waste Wheel could be involved?

Which racial/ethnic groups, or other protected groups, could be negatively affected?

How could we prevent or reduce adverse effects?

7. Advance Toward Equity

What positive effects on equity and inclusion, if any, could result from this proposal?

Which racial or ethnic groups, or other under-represented groups, could benefit?

In what other ways could we advance equitable opportunities and effects?

8. Identify Alternatives and Improvements

What are some better approaches for reducing disparities and advancing racial equity?

What are examples of better ways to reduce disparities involving other groups and advance equity?

What could we change or add to our proposal to foster positive effects on equity and inclusion?

9. Ensure Feasibility and Sustainability

Is the proposal realistic and adequately funded? What methods can we put into place to ensure successful implementation and accountability?

How will we ensure ongoing data collection, transparent reporting, stakeholder participation and visible accountability?

10. Identify Success Factors

What are the success indicators and progress milestones we want to achieve?

How will we document and evaluate the effects going forward? Who will we inform?

How will we assess the level, diversity, and quality of ongoing stakeholder engagement?

Questions based on the *Racial Equity Impact Assessment* from Race Forward: The Center for Racial Justice and Innovation