



PRINCIPLES

*Foundational guideposts
for the Equitable Evaluation
Framework*

Evaluation and evaluative work should be in service of equity:

- Production, consumption, and management of evaluation and evaluative work should hold at its core a responsibility to advance progress towards equity.

Evaluative work should be designed and implemented commensurate with the values underlying equity work:

- Multi-culturally valid, and
- Oriented toward participant ownership.

Evaluative work can and should answer critical questions about the:

- Ways in which historical and structural decisions have contributed to the condition to be addressed,
- Effect of a strategy on different populations, on the underlying systemic drivers of inequity, and
- Ways in which cultural context is tangled up in both the structural conditions and the change initiative itself.



ORTHODOXIES* (*Foundations*)

*Tightly held beliefs to be
questioned that can undermine
Equitable Evaluation Principles*

- The foundation defines what "success" looks like.
- Grantees and strategies are the evaluand, but not the foundation.
- The foundation is the primary user of evaluation.
- Evaluations should provide generalizable lessons.
- Evaluators should be selected based on credentials that reflect traditional notions of expertise.
- Evaluators are the experts and final arbiters; grantees are beneficiaries.
- Credible evidence comes from quantitative data and experimental research.
- Evaluators are objective.
- Evaluation funding primarily goes to data collection, analysis, and reporting.
- Timeframes/short-term outcomes as indicators of good stewardship.
- Evaluation in service of foundation brand.
- Trust/relationships come from doing the work, but are not the starting point.
- Accountability is one-sided set of expectations, generally set by the foundation, rooted in contractual compliance of grant partners, consultants, etc.

* Rhonda Evans, Tony Siesfeld, and Gabriel Kasper. n.d. "Challenging Orthodoxies." *Deloitte*.
<https://www2.deloitte.com/us/en/pages/monitor-institute/articles/re-imagining-measurement-redefining-standard-practices.html>