

Equitable Evaluation Questions for Leaders to Ask

What is a manager's role in promoting equitable evaluation? By asking the questions below of yourself and your evaluator(s), before and during an evaluation, you can ensure the evaluations that you manage are appropriately equity-focused.

- Does this evaluator(s) possess an understanding about the cultural context of the people and communities we serve?
- Is this evaluator skilled with cross-cultural interactions? Do they practice cultural humility?
- Who is most affected by this program being evaluated and how are they involved? Who faces racial barriers or exclusion from the issues this program addresses? Who is not involved, but should be?
- Is this evaluation designed to provide opportunities for the people we serve and other community members to exercise real leadership and power? Are we comfortable and ready to share this power and decision-making?
- What is our purpose for doing this evaluation? How does this align with the perspectives of the people and communities we serve? Does this purpose explicitly reference assessing progress toward equity, at the program, structural, or systemic level?
- What benefit will be left behind with the community afterwards? What will the community have learned or gained?
- How inclusive is the evaluation planning process?
- Does the evaluation design account for the cultural diversity of the community we serve?

- Do the evaluation questions explicitly address structural or systemic drivers of inequity?
- Will the evaluation explore if and how people of different groups and communities experience and are affected by this program differently?
- Have we been transparent with the people we serve about how and why we collect and use data?
- Are we following the 4R's of working with Indigenous communities and principles of OCAP®?
- Is there an opportunity for peer-led data collection?
- Are there plans to disaggregate the data when analyzed?
- Are there plans to involve the people we serve in interpreting the data and making recommendations?
- How will we ensure that these findings result in program improvements for the communities of interest?
- Are there plans to transparently share the results with relevant equity-seeking communities?
- Are there lessons from this evaluation that can be applied to existing and/or future equitable evaluations?

Adapted from:



- Inouye, T. E., Yu, H. C., & Adefuin, J. (2005). *Commissioning multicultural evaluation: A foundation resource guide*. Woodland Hills, CA: The California Endowment. Retrieved from [http://www.spra.com/wordpress2/wp-content/uploads/2015/12/TCE-Commissioning-Multicultural- Eval.pdf](http://www.spra.com/wordpress2/wp-content/uploads/2015/12/TCE-Commissioning-Multicultural-Eval.pdf)
- Stern, A., Guckenburg, S., Persson, H., & Petrosino, A. (2019). *Reflections on applying principles of equitable evaluation*. San Francisco, CA: WestEd. Retrieved from <http://jprc.wested.org>
- The Annie E. Casey Foundation. (2014). *Race equity and inclusion action guide*. Baltimore, MD. Retrieved from: <https://www.aecf.org/resources/race-equity-and-inclusion-action-guide>