



RACIAL JUSTICE AND HEALTH EQUITY IN EVALUATION

SUNDAY TAYLOR, PHD-
DIRECTOR OF EVALUATION
SHANNON O'MALLEY, MS-
RESEARCH ASSOCIATE

RESEARCH AND EVALUATION OFFICE
BOSTON PUBLIC HEALTH COMMISSION

BPHC's Racially Just and Equitable Evaluation: *Working Definition*

A **racially just and equitable evaluation** engages in contextually informed, responsive, and ethical inquiry that facilitates the collection of data to understand program efforts, experiences and outcomes. Such evaluation seeks out and elevates the lived experience, knowledge, and voices of those most impacted, centering *BIPOC (Black, Indigenous, People of Color)*. It accounts for, and actively works to minimize, the impact of structural and historical injustices, with an intentional focus on dismantling racism.

BPHC's Racially Just and Equitable Evaluation: *Goal*

The goal of a **racially just, equity-focused evaluation (RJEE)** is two-fold. Initially, we use it to integrate into our interpretations an understanding of the role of racism and other systems of inequity in creating, enabling, and sustaining adversity and disadvantage that impact the focus of our inquiry.

Consequently, we apply RJEE as we develop our insights, allowing us to uncover opportunities for personal, interpersonal, systemic, and structural improvements, or elucidate promising and/or exemplary policies, practices, and strategies that strengthen our abilities to realize, expand, or enhance goal achievement.

BPHC Equitable Evaluation Principles

- a. **Uplift and Privilege:** Uplift and Privilege the input of those most impacted
- b. **Ensure Representation:** Ensure that core groups are represented in the data
- c. **Incorporate Context:** Include historical and structural contexts
- d. **Minimize Bias:** Understand, acknowledge and minimize personal bias
- e. **Transparency, Respect and Trust:** Operate in an environment of transparency, respect, and trust
- f. **Access and Participation:** Provide culturally responsive means of access/participation

How do we engage in Racially Just and Equitable Evaluation?

Equitable Evaluation Steps

Step 1: Contextualize evaluation with RJHE lens.

Step 2: Engage stakeholders.

Step 3: Describe the program.

Step 4: Create the evaluation design.

Step 5: Gather evidence.

Step 6: Generate conclusions.

Step 7: Share and facilitate use of and lessons learned.