

Using Evaluative Thinking Guiding Questions for COVID-19 Work Groups

We hope that the questions below will help CID make data-informed, equity-driven decisions in the new, complex, rapidly evolving environment in which we find ourselves. Workgroup leaders can use the questions to guide team meetings and/or for their own reflection as they move forward with recommendations.

Collecting Information

1. What information do we **need** to inform decisions? How will this information be used?
2. What are our questions or unknowns?
3. How can we leverage things we already know (our collective knowledge and experiences)? What helpful information might exist elsewhere? (e.g., community data)
4. How can we best organize and share the information we have?

Advancing EDI

5. **What judgments or assumptions might we have that are influencing our thinking?**
6. **Does this decision improve conditions for underserved and underrepresented populations?** Who will benefit? Who might be left out, especially considering marginalized populations?
7. Who will be disproportionately impacted in this issue area? How is our response going to address their needs specifically?
8. **What are the barriers to more equitable outcomes? How can we address them?**
9. How can we consider and leverage community and/or organizational strengths?
10. **Have members of the impacted communities been involved in the process?** Who (e.g., orgs/community members, etc.) can we engage while minimizing burden? How can we shift decision making about use of resources to community members and organizations?
11. **If the population(s) being served or discussed was (were) present, would they feel respected?**
12. **What might be the unintended consequences of this decision?**

Coordinating

13. Who else in the foundation should we be coordinating with? How can we share what we're doing and learning with others?
14. What is the role for philanthropy in this space (e.g., funding, advocacy)? How can we support and complement other efforts underway? Where should the government be playing a role? Others?

Reflection and learning

15. Recognizing that the situation and our response to it is unprecedented, how can we create space for reflection and learning as we take action?
16. What will it look like if this works; or, how will we know our efforts are working?
17. What will it look like if it doesn't work? How will we know to course-correct, stop, or shift?
18. What else might we learn from doing this? How might we use what we learn in the future?