



# How is Validity a Central Pillar in a Commitment to Equity in Evaluation?

FOCUSING ON  
VALUES AND ETHICS

## GUIDE AT-A-GLANCE: Why and How?



*This Reading Reflection Guide is intended to create a deeper understanding of important underpinnings related to the Equitable Evaluation Framework™ and a shared base for exploration and discussion. It includes readings, followed by questions to spark reflection and advance learning and action. A few things:*

- These concepts stem from a Western frame (e.g., North American, cisgender male, white). We invite and encourage identification of additional readings that will push us to expand our understanding and definitions (e.g., Indigenous, etc.).
- This Guide can be used in different ways and for varying purposes, however most useful, particularly in support of making the case, toward equipping for transformation and Equitable Evaluation principle adoption. This might include personal reflection (e.g., journaling), team discussion (e.g., retreats), staff training (e.g., onboarding), capacity building (e.g., lunch and learns), outreach (e.g., webinars), and/or more.
- Additional Guides are available that explore other relevant and related Equitable Evaluation Framework topics. Be sure to check them out!

## READING MATERIALS



*These readings explore explore definitions and the importance of validity as a central pillar of the Equitable Evaluation Framework. Expanding our understanding and approaches can build greater confidence in findings and paint a more complete, meaningful, and accurate picture of the complex world in which we live.*

### Transformative Mixed Methods: Addressing Inequities

This paper offers a transformative approach that focuses on values and ethics and addresses four sets of assumptions – all of which relate to validity. These include: respecting cultural history and norms (**axiology**), reflecting awareness of power issues (**ontology**), understanding differing versions of reality and the relationship to power and building trust (**epistemology**), and considering mixed methods to provide a more complete picture (**methodology**).

### The Importance of Culture in Evaluation

This report explores three key characteristics that affect interactions among people – culture, social identity or group membership, and privilege and power - and how these are critical considerations in a **cross-culturally competent evaluation**.

*“Extra credit” reading (for reference):*

### Considerations for Conducting Evaluation Using a Culturally Responsive and Racial Equity Lens

This guidebook outlines a new, more culturally responsive evaluation approach using a racial equity lens. The information presented provides value for foundations, including as they seek to understand specific evaluator skills needed in being culturally responsive.

## Deeper Dive into Equitable Evaluation Framework™ Concepts



### REFLECTION QUESTIONS

*As you reflect, use the fillable spaces below to jot down and save your thoughts.*

What 2-3 concepts/ideas resonated the most with you, particularly related to values and ethics (and what this might look like)? How so? Why?

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What challenged you? Why?

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How do the frames and approaches presented have implications for every aspect of the evaluation, from developing a focus of a study to use of the findings?

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Are there any other ah-ha's that stood out to you? Any thoughts about opportunities (including simple lifts) come to mind?

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Random Bits ...

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