

Shared Points of Understanding and Engagement Advancing the Equitable Evaluation Framework™ and Aligning Practice



The following “shared points” are intended to provide a clear line of sight and foster a common understanding as a touchstone among team members – and other staff and partners - of what the Equitable Evaluation Framework™ (EEF) is, and is not, and the spirit and values which underpin it. This includes some grounding points, as well as fillable space for considering how the EEF furthers Foundation values in support of mission.

WHAT?

What is the Equitable Evaluation Framework? It is an evaluation paradigm based on three principles as foundational guideposts:

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.

The Equitable Evaluation Framework is viewed as a moral imperative that supports validity and addresses complexities of the 21st Century. The [Equitable Evaluation Initiative](#) supports critical conversations, learning, and decision points around the ways in which these principles can be integrated within foundation practices, internally and externally-focused.

This entails building deeper understanding of the Equitable Evaluation Framework and its principles and how they can be applied in support of foundation mission and in the varied contexts and complexities in which efforts are situated.

The Equitable Evaluation Framework is not a method in itself and it is not “one thing”- but a practice that can be applied to any method. In some ways, it provides a frame for what the Foundation is already doing (i.e., the EEF can provide a way forward for DEI-related commitments).

WHY & WHO (IS THE USER)?

In setting the Foundation's stage for advancing the Equitable Evaluation Framework, consider that the EEF furthers the Foundation's organizational values of:

- **We believe in** (insert Foundation's organizational values):

- **We also acknowledge** (additional points, e.g., related to Foundation mission, philosophy):

HOW?



The Equitable Evaluation Framework recognizes evaluation has not always been aligned with these; and considers how findings can be more contextualized and representative. In advancing alignment, consider the following:

- **There are multiple entry points** (i.e., racial equity lens, multicultural or critical voice). While it can be challenging, it is essential to bring along those who are trained in certainty. It is about "expertise" vs. "experts", and managing expectations.
- **This is a refined approach – a different way of working and relating - in which everyone has a role** vs. something that is an entirely "new" thing. It engages those staff and partners already inclined so they can become champions. It recognizes that the Foundation will have its own path, and that there is not one way to do this.
- The EEF applies to all types of methods, and to efforts/initiatives that are retrospective, in play, and/or emerging. It is mindful of how and why **it might look differently across various methods, phases, and projects/programs**, i.e., provides space for lifting up the "what" and the "how" of evaluative practice from the beginning.
- It recognizes that **partnering is important but can be hard**. There is risk, and a need for being comfortable with ambiguity (it is already messy). Patience is required to provide **space for self- and team-discovery**, and some control may need to be ceded along the way. This alignment between Foundation values and evaluation practice also requires vulnerability, listening more, and being in community with others.
- **Ultimately, there is a shared a goal of using evaluation to advance equity.**