

EQUITY ANALYSIS TOOL: NCLER CAPACITY BUILDING MODULE

SUMMER–FALL 2022

This Tool is designed to help analyze the equity impacts of a proposed policy, procedure, or project, as your organization considers whether to devote resources to the effort. Examples of items that you may choose to analyze include: intake procedures, case acceptance parameters, outreach plans, advocacy efforts, advancing specific cases to litigation, or outreach plans. These questions are designed to help you determine if your work as an organization is centered in advancing equity for older adults. We encourage you to use this tool at the beginning of a project or case and at various stages as and projects evolve.

USING THIS TOOL

The Equity Analysis Tool is intended to provide a flexible outline to approach equity issues in any particular project, policy or case and to be easily incorporated to a program's every day work. Below are a few sample ways to integrate the Tool into your program:

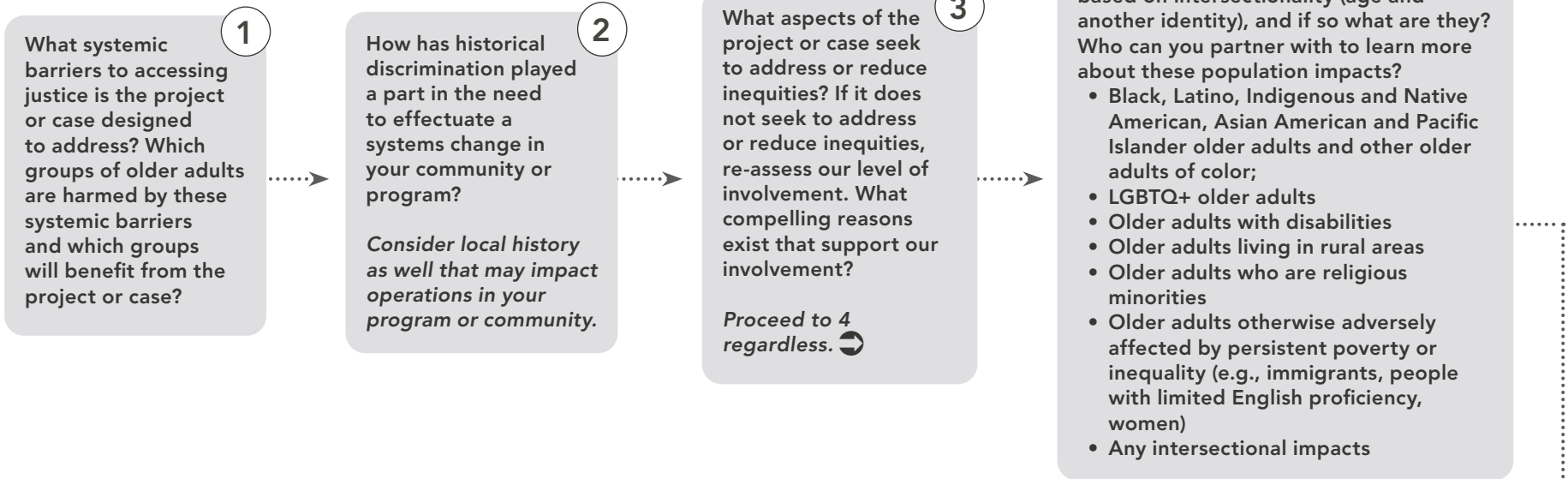
- **Program-Wide Debut:** Attorneys choose a project or case and write a one- or two-page analysis using the tool;
- **Development:** Program management and development staff use the tool in designing projects for grant applications;
- **Team Meetings:** Tool is a part of regularly occurring meetings, such as case acceptance meetings, and guides team conversations for new and existing issues;
- **Individual Work and Program-Wide Information Sharing:** Attorneys have discretion in how to use the Tool in their individual work, but share their findings and resources with the entire program;
- **Intra-Team and Cross-Team Collaboration:** Staff partners with colleagues with similar expertise and/or collaborate with colleagues in other issue areas and apply the tool.

This Tool provides a general framework for analyzing the equity impacts of projects or cases involving older adult clients—you can answer the questions in any order, and dive deeper into some questions depending on the objectives of your project or case. Using this Tool allows your program to be more intentional about how you center equity in your work and to be explicit about how you discuss the impact of your projects and cases, for example when engaging with partners or in your communications.

PARTNERSHIPS

This Equity Analysis Tool strongly emphasizes the role of partnerships in achieving equity goals in your projects and cases. Questions 4, 6, and 7 specifically call out the role of partnerships. However, we encourage legal services programs to think about their existing and potential partners—with a focus on diverse partners who reflect the direct voices of the marginalized populations—in every step of implementing an equity project.

THRESHOLD



FURTHER & ONGOING ANALYSIS

