# 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.

# NATIONAL CENTER ON LAW & ELDER RIGHTS

What systemic barriers to accessing justice is the project or case designed to address? Which groups of older adults are harmed by these systemic barriers and which groups will benefit from the project or case?

How has historical discrimination played a part in the need to effectuate a systems change in your community or program?

Consider local history as well that may impact operations in your program or community.

5

What aspects of the project or case seek to address or reduce inequities? If it does not seek to address or reduce inequities, re-assess our level of involvement. What compelling reasons exist that support our involvement?

Proceed to 4 regardless.

What is the project's or case's impact on particular communities of older adults? Are there specific or unique impacts based on intersectionality (age and another identity), and if so what are they? Who can you partner with to learn more about these population impacts?

- Black, Latino, Indigenous and Native American, Asian American and Pacific Islander older adults and other older adults of color;
- LGBTQ+ older adults
- Older adults with disabilities
- Older adults living in rural areas
- Older adults who are religious minorities
- Older adults otherwise adversely affected by persistent poverty or inequality (e.g., immigrants, people with limited English proficiency, women)
- Any intersectional impacts

What potential unintended consequences might occur if you move forward with the project or case? Unintended consequences can be positive or negative.

- For example, will there be increased costs or additional burdens on certain populations? Will this project create a separate system for already marginalized older adults?
- How can the project or case address those unintended consequences?

Are there other parts of your program that you can connect with to address equity in your program's work or work happening within your community? How can other parts of your program facilitate different dimensions of your project or case?

- For example, how does your staff frame external communications about the project or case?
- What are the roles of staff and organizational leadership in advancing equity on this particular issue?
- Are there opportunities to work with existing partners or forge relationships with new ones?

How has the project or case incorporated the voices and perspectives of those directly impacted?

- Have you worked directly with the impacted communities or engaged with partners who work directly with those impacted communities?
- What is their level of support and who else is already working on this issue?

