

RACIAL [AN IDENTITY / LIVED EXPERIENCE]

WHEN "CAN BE used to predict life outcomes due to someone's identity or ~~being~~ belonging to socially constructed groups (race, gender, income, ability)

To go further we could consider white supremacy as a metric of said "fair"

From Problem to Inequity

Also, there is a greater Estimated Time: 60 minutes

"Inequity should be defined as differences in [outcomes] which are not only unnecessary and avoidable but, in addition, are considered unfair and unjust."
 - Margaret Whitehead, "The Concepts and Principles of Equity and Health"

- Step 1: Add your team's current problem statement to the red box below.
- Step 2: Define fairness in the context of this problem, using the prompts provided.
- Step 3: List the most pressing differences observed within this problem space. Assess whether each difference is avoidable and unfair, per your definition of fairness. Some differences may have one component that is fair/unavoidable, and another that is avoidable/unfair. Separate those components out into distinct rows if possible.
- Step 4: In the green box at the bottom, rewrite your original problem statement, incorporating explicit mention of all differences that are both unfair and avoidable.

Revise. Abt structural barriers

Instead of "fair" could we use "just" or equitable

Problem Statement

[Example] Guests at public parks are spending long amounts of time at the restrooms, on average.

Definition of Fairness

This is a normative decision—there's no one right answer, though equity practitioners can offer suggestions. The most important thing is to make this decision explicit.

People who have the same...

urgency to use the restroom

deserve the same...

avg. wait time

People who have different...

amounts of time they need to actually use the facility

deserve different...

amounts of time to actually use the facility

Equitable

Barrier?

Does everyone have access to facility? to the exact facility?

Observed Differences

Anything about the facility itself gives an advantage to another person i.e. no open/close door button

Difference in...	Based on...	Avoidable?	Unfair?
avg. time spent	gender	ambiguous — will separate out	inequitable/unjust?
avg. time spent waiting	gender	yes — depends on whether people are made to wait in separate restrooms based on gender	yes
avg. time spent waiting	transgender status	yes — depends on whether only single-gender multi-occupancy restrooms are available, forcing some people to hold or sit by hand for lack of restrooms	yes
avg. time spent using the facility	gender	NO	NO
avg. time spent using the facility	disability status	NO	NO
avg. time spent waiting	busy-ness of park	NO	NO

Intersectionality is missing here

unclear.

New Problem Statement

the structural barrier is ? -time?
 Guests at public parks are spending long amounts of time at the restrooms, on average, and *wait* times are even longer for guests based on their *gender* and *transgender status*.

Equity means one's identity does not or no longer predicts the opportunities and outcomes, or the distribution of resources to that individual or group that historically oppressed, disadvantaged, or excluded.

What's the Problem?

A Precursor to Equity Exercises

A strong problem statement should...

- Describe the problem your project is helping to solve
- Be a complete sentence
- Center on the outcomes of the impacted members of the public
- Exclude any untested assumptions about what members of the public think, feel, want, or find most important or problematic
- Exclude any assumptions about the solution

CHECK

perhaps

Determine if there are assumptions about the solution, exclude solutions based on Initial Problem Statement bias, stereotypes and euphemisms.

"Untested" can be a defense to not listening to people w/ lived experience working on said problem statement.

Additionally:

Your initial problem statement goes here.

Does it describe a problem your project is trying to solve?

Is it a complete sentence?

Does it center on the outcomes of the impacted members of the public?

Does it exclude any untested assumptions about what members of the public think, feel, want, or find most important or problematic?

Does it exclude any assumptions about the solution?

Your updated problem statement goes here.

"What if my team isn't public-facing?"

In govt work, everything we do ultimately serves the American public, although many things we create are not public-facing or designed to serve the public directly. However, it is still important we keep in mind the thread between our work and the downstream public impact.

"What if my team has constraints in how we can deliver solutions, even if the problem we're solving is broad?"

Those constraints should not affect the description of the problem your team is ultimately trying to solve. Those constraints can and should be considered later, when your team is developing potential solutions. Those constraints may also change! But the root problem will likely not change as quickly.