

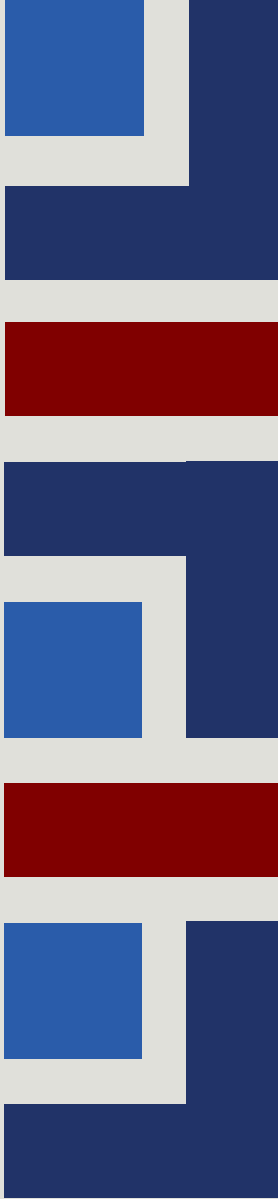
Understanding and Addressing Inequities in Research:

Opportunities for Child Welfare Leaders and Decision-Makers

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A Partnership Amongst Several Organizations



Recognizing Opportunity

Child welfare leaders and decision-makers have substantial power to **identify** & **address inequities** in research and evaluation.



Leaders and Decision-Makers: Influence Framework



Leaders and Decision-Makers: Influence Framework



- **Cultivate and support** diverse representation, including persons with lived experience, on internal teams and Advisory Committees driving research and evaluation priorities and compensate them for their contributions
- **Engage** communities that stand to be most impacted in planning and decision-making around:
 - The research questions that are the most important to ask and answer
 - The problems that truly need to be solved
 - How important constructs should be defined and measured
 - How they would feel most comfortable contributing to data collection efforts
- **Explore** communities' past experiences with research and evaluation and how members have been impacted and acknowledge it transparently when building new partnerships
- **Determine** shared priorities and common language from the onset

Leaders and Decision-Makers: Influence Framework



- **Specify** within RFPs agency expectations and requirements around equity in the project being funded
- **Elevate** methods that engage and empower community voices, including community-based participatory research
- **Include** diverse voices and persons with lived experience on the panel reviewing and recommending proposals for funding
- **Prioritize** investing in proposals that respond to issues directly impacting disparities and have the capacity to benefit underserved and historically disenfranchised communities
- **Acknowledge and provide** sufficient time and resources to meaningfully engage stakeholders as partners in the research process

Leaders and Decision-Makers: Influence Framework



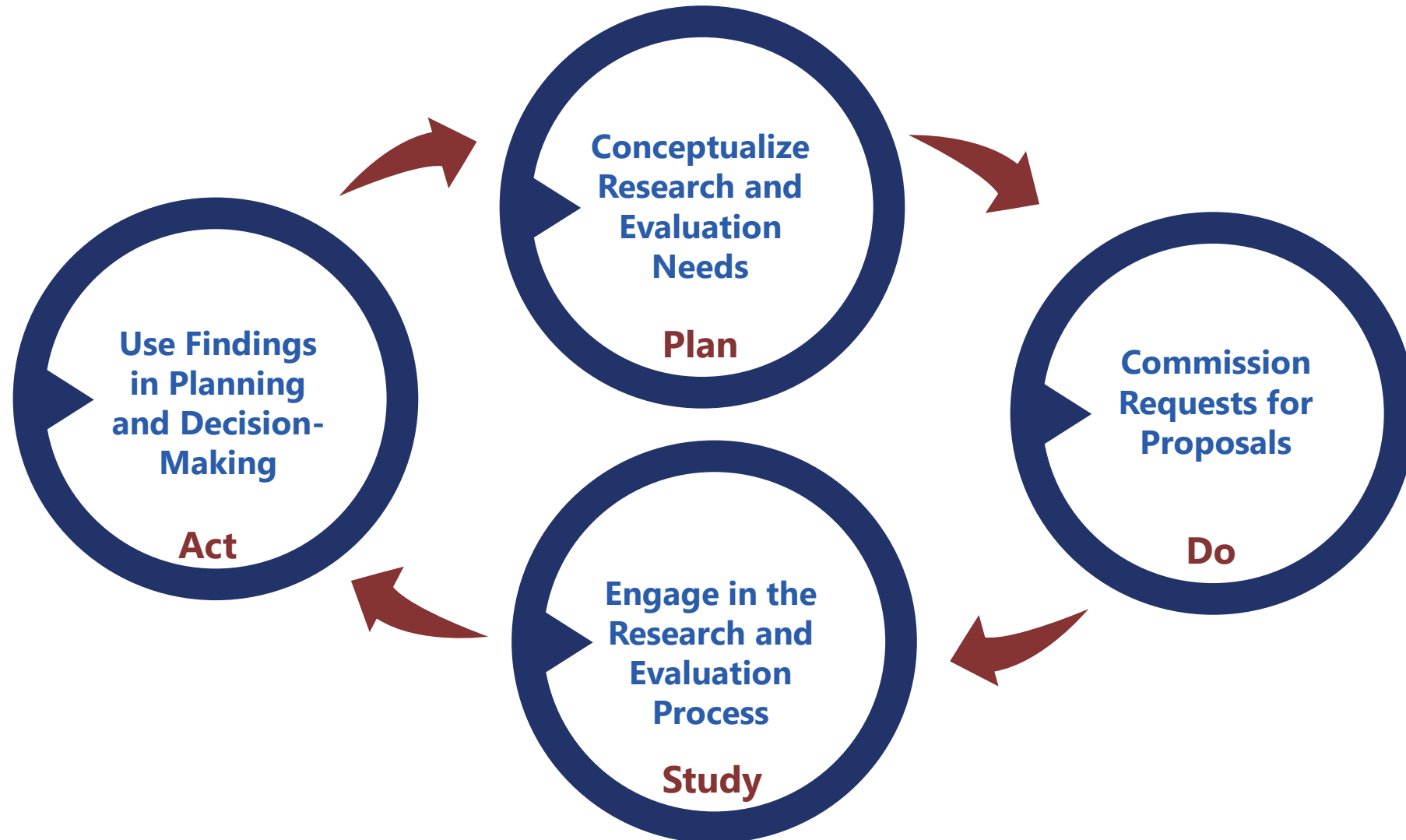
- **Reinforce** commitment to equity and addressing disparities throughout the research process with research and evaluation teams
- **Review and continually assess** the research plan and progress against the equity-related principles and expectations outlined in the RFP
- **Engage** with community representatives in conversations around meaning-making of the data being collected and how they are experiencing the research process
- **Require** findings to be disaggregated and analyzed by race/ethnicity and any other available and appropriate demographics
- **Consider** the impact of racist laws, policies, and local context that may influence interpretation of findings
- **Be mindful** of your own power and internal biases when providing oversight over the research process

Leaders and Decision-Makers: Influence Framework



- **Establish** structures (e.g. Data Walks) for presenting and discussing findings and recommendations with impacted communities that include community members as co-presenters/facilitators
- **Ensure** that any decisions that are made as a result of the research and evaluation findings are approached through an equity lens
- **Maintain** diverse representation and persons with lived experience on decision-making bodies
- **Prioritize** investments in resources resulting from the research and evaluation findings toward areas likely to meaningfully address inequities
- **Be transparent** with internal and external stakeholders about how decisions were made and how issues of inequity and disparities were considered

Leaders and Decision-Makers: Influence Framework



Anticipated Impact

- Centering equity issues in defining research and evaluation needs and how they will impact diverse communities
- Equity-related priorities influencing proposals and decisions related to research and evaluation grants and contracts
- Research and evaluation resources being distributed more equitably among diverse groups of researchers and evaluators
- Increased stakeholder participation and influence in all aspects of the research and evaluation process
- Sustained emphasis on equity throughout the research and evaluation lifecycle
- Intentionally leveraging findings related to equity to inform future planning, decision-making and resource investments



GOOD
NEWS
IS COMING



Guide for Child Welfare Leaders and
Decision-Makers to Promote Increased
Equity in Research and Evaluation

