

Creating an Equity Framework for TPP Programs

Worksheet



Refer to *Using Human-Centered Design to Strengthen Your TPP Program's Recruitment and Retention Plan* (webinar held on August 26, 2021) for a demonstration on how to use this worksheet.

What is the equity framework?

Inequities—large and small—abound in health systems, yet there are still ways to chip away at the systemic impact of these inequities with intentional program and strategy design. Before beginning the process of updating your recruitment and retention plan, it is important to take a moment and acknowledge your place in the context you are working in. Also, consider the ways in which your programming can actively support equitable health outcomes.

“Equity” can be defined as providing all people with the resources they need to pursue the same opportunities.¹ An equity framework provides insight into the ways power, history, culture, and race factors into how an organization or team operates; it also turns this insight into a set of equity-building goals to work toward.

Instructions:

Using the accompanying worksheet, sit down with your TPP program team and talk through the following questions:*

- 1. Identity:** Who are we as individuals, and as a group? Who are our current and primary audiences for our TPP program? Consider demographics when filling this out.
- 2. Power:** How are we (staff, youth, parents/caregivers) each situated relative to opportunity, institutional power, etc.? What kinds of power imbalances exist between all of us?
- 3. Context:** What is the context in which we are working—social, economic, cultural, racial, political, etc.? What are the contexts and circumstances in which the community members we work with live?
- 4. Partnership:** Given our answers to 1–3, how can we create a partnership with our TPP program participants that values their contribution to our recruitment and retention planning process? What incentives, services, compensation, etc. can we offer that would be commensurate with participants' contribution to the process?
- 5. Intention:** What goals or principles will we establish to design with increased equity in mind?

Once the worksheet is completed, refer to the team's answers, as you plan your recruitment and retention strategies. Perhaps allocate some time to thinking through equity factors during each planning meeting. Print this worksheet and hang it where it is visible during meetings. These factors will impact how your participants—and staff—view TPP programming, and so it is important to remain mindful of them throughout the planning and implementation processes.

¹ Priyanka Pathak, Samaj Studio

*Questions adapted from the [K12 Lab Liberatory Design Deck](#).

Worksheet: Equity Framework

With your TPP program team, discuss the following questions to create a framework for building equity into your recruitment and retention planning. Refer back to this framework, as you begin to research with your program participants and formulate your plan for recruitment and retention. You can even hang this worksheet up in your team room or turn parts of it into a poster!

<p>1. Identity: Who are we as individuals, and as a group? Who are our current and primary audiences for our TPP program? Consider demographics when filling this out.</p>	<p>4. Partnership: Given our answers to <i>Identity</i>, <i>Power</i>, and <i>Context</i>, how can we create a partnership with our TPP program participants that values their contribution to our recruitment and retention planning process? What incentives, services, compensation, etc. can we offer that would be commensurate with participants' contribution to the process?</p>
<p>2. Power: How are we (staff, youth, parents/caregivers) each situated relative to opportunity, institutional power, etc.? What kinds of power imbalances exist between all of us?</p>	<p>5. Intention: What goals or principles will we establish to design with increased equity in mind?</p>
<p>3. Context: What is the context in which we are working—social, economic, cultural, racial, political, etc.? What are the contexts and circumstances in which the community members we work with live?</p>	

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