

# Implementing Equity in Programmatic Work

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*She/Her preferred  
(though will accept any said with respect)*

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# Agreements & Framework

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Today, we will...

- Agree to hold our questions and comments with confidentiality.
- Create an open, judgement-free opportunity to reflect on equity together.
- Reflect on how to incorporate PSE outcomes into each workplan tactic.

# Goals

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- Establish working understanding of measuring equity-centered programming
- Provide guiding prompts that support operationalizing equity practice in work plans

What are your first *thoughts*,  
*feelings*, and *memories* about  
the term...

**Strategic Plan**

What does **health equity**  
have to do with  
**strategic planning?**

# Move to Practices



# Looking Closer





# Health Equity Guiding Prompts

# Engage Those Most Impacted

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As we establish our strategic planning for the work, we first must ask...

**how has the perspective of those most affected by health inequity been included?**

# Build towards dismantling inequitable structures, institutions, policies, and practices...

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- **Identify and name which of these this work challenges.**
- **How does it challenge inequitable systems?**
- **Identify and name any possible unintended consequences that may result from this.**
- **How will any unintended consequences be addressed?**

# Increase Racial Equity

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Focusing on Indigenous, Black, and people of color youth communities...

**how does this increase racial equity?**

# Increase Gender Equity

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Focusing on young women/girls, the LGBTQIA youth communities,  
and those at the intersections...

**how does this increase gender equity?**



What does Gay City Do?

# Center BIPOC LGBTQ Youth

Black Indigenous People of Color

Lesbian Gay Bisexual Transgender Queer

# Youth Advisory Council

- Black, Indigenous, and People of Color (BIPOC) Queer and Trans youth
- Ages range from 16-23
- Advise, oversee the practices and policies of Gay City

# Gay City's Approach

## **Advocacy**

Advocacy which is specific to the needs of LGBTQ youth self-determination, safety, and positive development is crucial to shield LGBTQ youth from such pervasive risk factors.

## **Trauma Informed care**

“ system to make a paradigm shift from asking, “What is wrong with this person?” to “What has happened to this person?”

## **Self determination**

Self-determination is the ability to choose how to live your life.

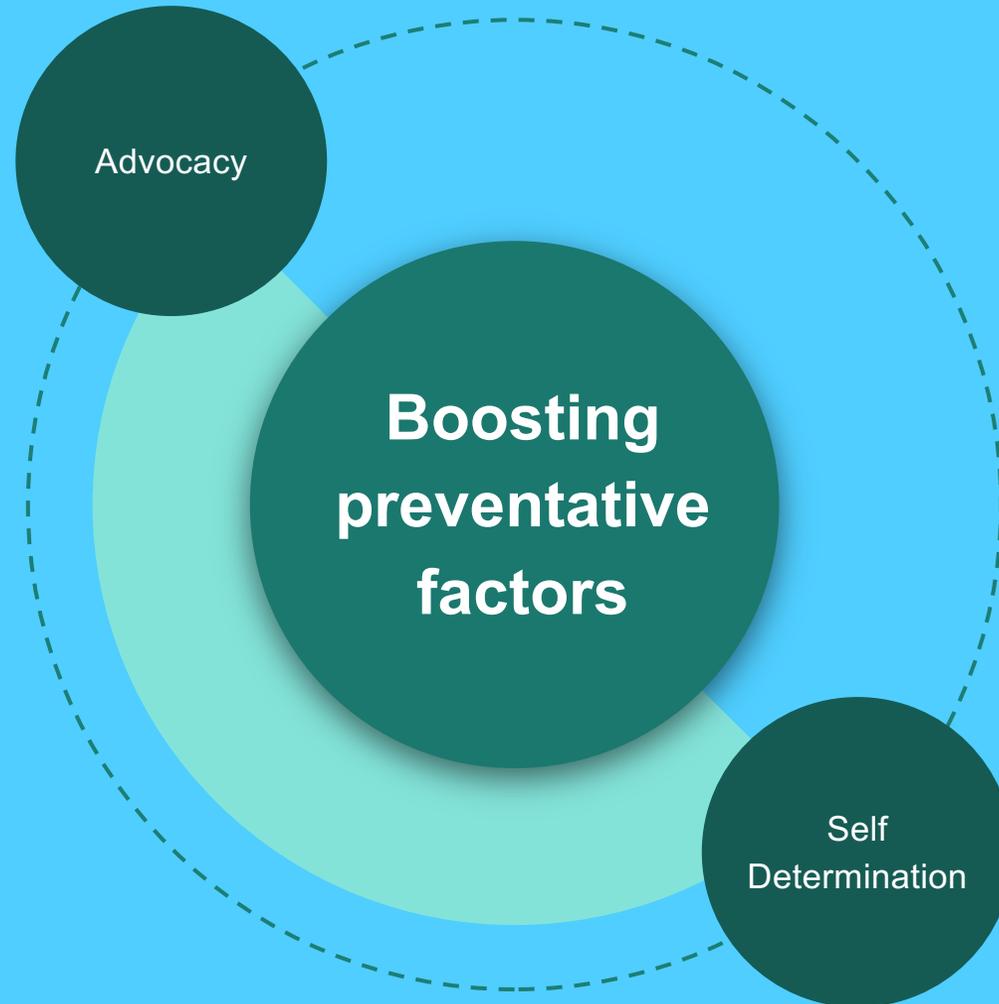
## **Motivational Interviewing**

Counselling based technique to support decision making

## **Gay City Youth Advocacy Engagement Plan**

Ageism, homophobia, and transphobia have damaging effects on LGBTQ youth that are risk factors for increased substance use and abuse, risky sexual behaviors, homelessness, and suicide among other negative health outcomes

# Gay City's Approach



# What does this mean?

The practices and approach that Gay City takes allows for us to attend to the needs of the whole community by centering the most marginalized.

# Takeaways

“I alone cannot change the world,  
but I can cast a stone across the  
waters to create many ripples.”

– Mother Teresa

Strategic planning can be a helpful guide  
for our everyday work.

We can measure the impact of our everyday  
work on health equity outcomes.

It is essential to check for health equity  
at each step of our work.

We center the most impacted by health inequity  
to best support all of our communities.

Questions?



# Thank you

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