

Implementing Equity in Programmatic Work

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Director of Programs

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

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Agreements & Framework

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

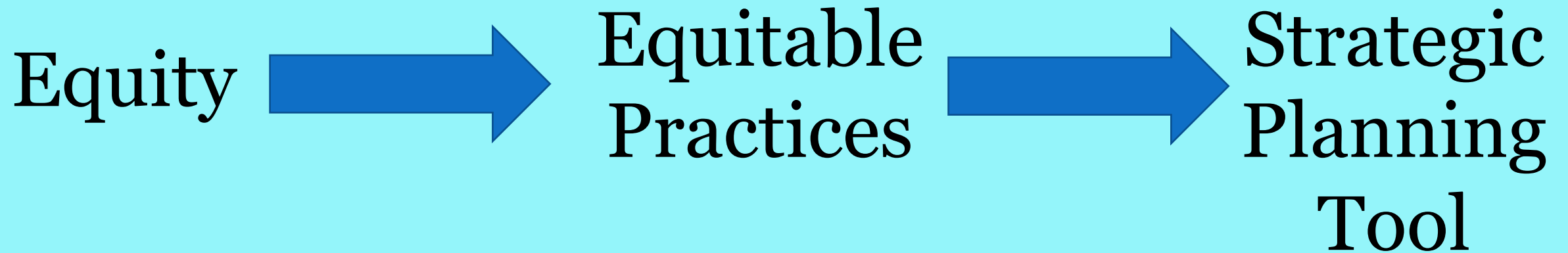
- Establish working understanding of measuring equity-centered programming
- Provide guiding prompts that support operationalizing equity practice in work plans

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

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...

- **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

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

how does this increase racial equity?

Increase Gender Equity

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.

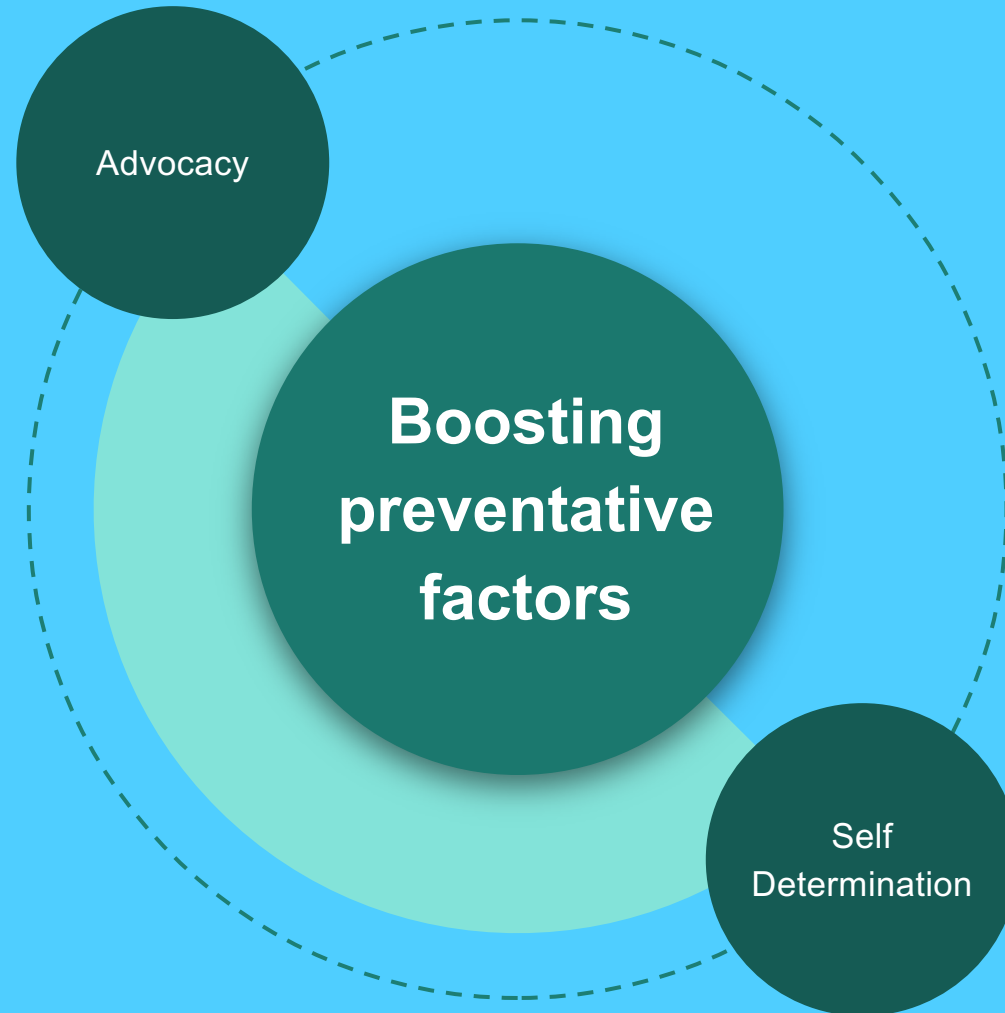
Motivational Interviewing

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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