**Identifying Potential Inequities Worksheet**

**Worksheet Objective:** Identify inequities in programmatic and/or HV CoIIN data.

**Why this is important:**Home visiting and QI efforts may not benefit all populations equally. To help identify and understand any differences in how services are being received, it is important to look at data broken out by different variables (by race, ethnicity, language, etc.). Once inequities are identified, teams can work to set an aim and continue to track data to ensure that efforts are eliminating inequities.

**Part 1: Review of Families on Respect Index Data**

**Instructions:**

The questions below provide a structured process to help guide your Health Equity CoIIN team in discussing your data on the Families on Respect Index. Answer as many questions as possible to the best of your ability, but your team should engage in discussion around each category. This process emphasizes the importance of examining data with equity as a priority and elevating a range of perspectives when interpreting data.

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| **Reflection questions** | **Your Team’s Notes** |
| 1. **Facts**
* What do you see when you look at these data?
* Who is not represented in this data? How can you increase response rates?
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| 1. **Reflection**
* What feelings does this elicit? (What about the data excites you? What about the data left you skeptical or frustrated?)
* What does this data make you wonder?
* What do you want to know more about? What questions does it raise?
* What situations are you reminded of?
* What personal biases or assumptions should we be mindful about as we interpret this data?
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| 1. **Interpretation**
	* What does this data suggest about our policies, processes, and systems?
	* Does the data suggest that any of our processes or systems are ineffective?
	* What works? For whom does it work?
	* Look for the bright spots and think about what may be contributing to success.
	* What root causes might best account for what we see in the data?
	* What additional context (such as race, gender, ethnic background, socioeconomic level) should frame how we interpret and make decisions using this data? How can we frame this data with the larger context of historical and current systems of oppression that we learned in our equity history?
	* Whose experiences or perspectives should we learn more about to understand this data?
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| 1. **Action:**
	* How can this data inform our thinking and planning related to our drivers of focus? What does the data suggest we might work on as team?
	* What are we going to stop doing/start doing/keep doing because of this data?
	* How can we elevate parent voice as we define next steps?
	* What does this conversation make you think about in terms of your practice? Connect the data to your personal observation and experience without blaming or naming individuals.
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Based on your reflections and conversations, what specific inequity in your FORi data will your team work to eliminate over the course of your time in the Health Equity CoIIN? Once you have selected your area of focus, use the *Creating a SMARTIE Aim* worksheet to help your team draft an aim.

What additional changes might you need to test to eliminate the inequity?

**Part 2: Identifying Inequities in Programmatic Data**

**Instructions:**

As a team, respond to the questions below.

1. What existing program data can be disaggregated (i.e., by race, ethnicity, language, education, region)? Is there a specific outcome that looks different between different groups? Are some faring better than others? Is there a downward trend for certain groups while others stayed the same or gotten better?
2. What do individuals with lived experience tell you about barriers or inequities in home visiting services? How do those with lived experience define equitable home visiting?
3. What inequities do you see related to your drivers of focus?
4. What unfair policies and/or practices are involved in maintaining any inequities you noticed?
5. Which populations receive maximum benefits, and which have fewer benefits associated with access to home visiting programs, services, and opportunities? Who faces racial barriers or bias, or exclusion from power? Using the information in the questions above, identify a specific inequity that you will work to eliminate during your time in the HV CoIIN: