

# Program evaluation: Applying an equity lens

Evaluation is a vital tool for understanding program effectiveness. To support culturally responsive evaluation that is more equitable and inclusive, try the following:



## Recognize and address biases

Acknowledge that everyone has biases. Discuss them with your team and work together to address them throughout your evaluation.



## Engage diverse partners

Collaborate with individuals from the communities your program serves to gather important insights. Ensure your organizational policies support their engagement.



## Consider cultural context

Familiarize yourself with the cultural backgrounds and experiences of individuals your program serves. Use culturally relevant evaluation methods that align with their values and beliefs.



## Collect diverse data

Collect qualitative and quantitative data that reflects the diversity of the communities you serve. Collaborate with both community and sector partners to interpret the findings.



## Promote transparency and collaboration

Share your evaluation findings openly. Team up with staff, community members, and funders to co-develop action plans based on your findings.



## Continuously learn and adapt

Embrace a learning mindset. Use evaluation findings to improve your program and address identified inequities.



Learn more about culturally responsive evaluation with [Clearer insights, greater impact: A program evaluation toolkit](#).

The Annie E. Casey Foundation. (2014). [Race equity and inclusion action guide](#).

W.K Kellogg Foundation. (2021). [Doing evaluation in service of racial equity: Diagnose biases and systems](#).