Equity Guidance

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Infrastructure and Community Health

Infrastructure projects play a significant role in contributing to community health. However, these initiatives are not neutral. They either increase or diminish social equity. That stated, we acknowledge differences across infrastructure project types, equity-seeking groups, and regional needs and opportunities.

We understand that the integration of an equity-based approach will be distinct to each applicant. Consequently, this checklist is not prescriptive. It is a prompt for important front-end considerations for equitable partnerships, programming, and community engagement. Reviewing this checklist will help you think through, and clearly articulate, how your team is integrating equitable approaches into your proposed initiative.

Partnerships

☐ If you are a mainstream institution partnering with a grassroots/community collaborator, have you properly acknowledged their contribution in your proposal?

☐ If you are a mainstream institution partnering with a grassroots/community collaborator, have you allocated the budget fairly to reflect their contributions to the project?

☐ If you are a mainstream institution partnering with a grassroots/community collaborator, do they have significant decision-making and creative power?

☐ If you are a mainstream institution partnering with a grassroots/community collaborator, have you explored how you will publicly recognize their contribution, share authorship of co-created materials, and address intellectual property?

☐ If you are a grassroots/community group working with a mainstream institution, have you clearly conveyed collaboration non-negotiables and the values guiding your work?
Programming

☐ Does your project leadership team reflect the community you are collaborating with and serving?

☐ When identifying the community stakeholder groups that will be benefitting from and/or be engaged in your proposed initiative, have you asked, “Who’s not here?”

☐ Have you considered physical and social safety issues that may arise during your project? If so, have you identified interventions to contribute to everyone’s safety?

☐ Have you applied a respectful asset-based lens to your proposed initiative, equally considering community challenges along with strengths and wisdom?

☐ Have you identified performance metrics/indicators that address equity and the social well-being of the community?

Community Engagement and Impact

☐ Have you considered the social determinants of health? If not, learn more here.

☐ Have you made an evidence-based connection between your proposed initiative and improved community health?

☐ If you are proposing an initiative outside of your geographic or cultural community, have you shared your initiative idea with key stakeholders for feedback and validation?

☐ Have you considered the social and political history of the site where your proposed initiative will take place?

☐ Have you considered unintended consequences such as gentrification, displacement, and safety issues that may arise for individuals from equity-seeking groups as a result of your project?

☐ Will your project create an opportunity for the community to develop new skills and capacities?

☐ If applicable, have you considered how your proposed initiative will be stewarded and maintained well into the future?