# FRAMEWORK HOW TO GUIDE

# Framework How-To Guide

## Background:

The Equity Framework was created by the Toronto Child & Family Network (TCFN) through engagement with community partners. The Equity Framework Online Tool was developed through the efforts of TCFN members at the Equity Framework Working Group.

## Purpose:

The purpose of the Equity Framework is to guide planning to remove systemic barriers and reduce inequities in programs and services. The Framework advances a consistent approach across the TCFN to support equitable outcomes for children and families. To learn more about child and family inequities and outcomes, please visit: raisingthevillage.ca

## Intended Audience:

The intended audience for the Equity Framework Online Tool is staff, management, and leadership within TCFN member organizations. This document can be completed by an individual or group to ensure a consistent approach to applying the Equity Framework Online Tool.

## Orientation:

Work with this guide alongside the Equity Framework Online Tool. Begin by exploring the Framework as a whole. The Tool is made up of five layers, each guided by key questions that support your analysis. Ex-amples and links to additional resources are also included. When you have some familiarity with the tool, proceed through each layer responding to the key questions in the Equity Framework.

# Use the Equity Framework:

*Apply the TCFN Equity Framework when you are planning, developing, implementing, and evaluating programs and initiatives at your organization.*

Use this guide to support you through your use of the Equity Framework Online Tool. Add your responses to the key questions in the text boxes below.

# Child and Family Well-Being

### 1. How does your program or initiative impact child & family well-being in Toronto?

Not all children and families experience well-being. Some communities are more likely to experience inequities. This is due in part to structural disadvantage and discrimination. This layer includes information on social determinants of health and structural inequities. It also features links to Child, Family, and Indigenous Well-Being Outcomes on raisingthevillage.ca.

# Social Locations

**2. Consider who (select all that apply and describe: communities, children and families, and social locations) is most impacted by your program or initiative.**

      **a) How are they involved in this work?**

      **b) What role does lived experience play and how can this be prioritized?**

      **c) Are there barriers preventing these communities from accessing your program or being involved in your initiative?**

Social locations describe the different groups that people may belong to or identify with because of their place or position in society. This layer includes information about inequities among different communities and social locations. It is meant to be a brief starting point and not a substitute for engaging the groups impacted by your program or initiative.  Applying an understanding of intersectionality is part of reflecting on this layer.

# Levels of Action

**3. At what levels do you plan to action your program or initiative?**

> **a) What power do you have to take action at an individual, program/service, community, or system level?**

This layer considers how impact can be made at multiple levels throughout your work. Key examples of different initiatives at each level are included in this layer to provide real-life case studies.

# Intentional Practices

**4. How will your program or initiative apply the intentional practices of listening and learning, building relationships, being responsive, and taking action?**

## Building Relationships

## Listening & Learning

## Being Responsive

## Taking Action

This layer describes the core activities of the Equity Framework as intentional practices: listening and learning, building relationships, being responsive, and taking action. Examples provided by the TCFN of real-life initiatives putting these practices into action have been included as reference.

# Drivers for Change

**5. What specific drivers for change strategies could be useful within your program or initiative?**

This layer includes strategies to use in your work, sample tools, and readings. Change is a multi-layered and dynamic process. Capacity-building evolves over time. The strategies listed are non-linear, build upon one another, and are flexible to to be adapted to your organization's needs.

# Summary and Next Steps

Thank you for using the Equity Framework! You have now completed your analysis with the Equity Framework. Your responses and the set of resources can be applied in developing, advancing, and sustaining equitable programs and services.