

Module 4, Video 9

Conducting Your Evaluation

Why analyze with a ‘diversity lens?’ Our evaluation can account for people experiencing programs differently due to their identities and experiences.

- Do immigrants from England face the same issues as immigrants from Nigeria?
- Do female immigrants need different supports than male immigrants?

Two related concepts:

Equity, Diversity and Inclusion (EDI) is a term used in government, higher education, the non-profit sector, and beyond.

Intersectionality refers to how race, class, gender, and other individual characteristics ‘intersect’ or overlap.

Gender Based Analysis Plus (+) is an initiative that asks us to look at how identity factors (and the interactions among them) influence the ways we experience government policies and initiatives.

Begun in 1995 by the Government of Canada to examine whether its programs equally affected men and women, it has been expanded to include factors like race, ethnicity, religion, age, and mental or physical disability. Similar to EDI, GBA+ is

As you prepare to evaluate, you will want to address GBA+ in your evaluation framework.

In planning your evaluation, look for ways to collect “disaggregated” data -- data that looks at gender, race, and other identity factors.

Disaggregated data can allow you to compare whether people have equal access to programs, services, or resources.

As you analyze disaggregated evaluation data, look for differences in how various groups access or experience the program or service.

Can you identify risk factors or unintended barriers for some groups? Spot experiences of unequal access, program delivery gaps or potential risks.

From your analysis, form recommendations based on issues you have identified through your data.

A diversity lens offers lessons and ways to improve programming – to promote excellence.

In this module you practiced identifying and effectively capturing relevant program/project statistics and created an interview/ focus group guide. You also integrated ethical considerations and applied a diversity and equity lens to your evaluation framework.