

# Considering equity in implementation worksheet

This worksheet was adapted from the Equity Iceberg by Khan, S., & Moore, J. E. Embedding equity into implementation: The equity iceberg. Implementation in Action Bulletin. 2023.

## What is equity?

Equity is the idea that everyone should have a fair opportunity to reach their full health and wellbeing potential. It is the absence of unfair or avoidable differences between groups of people. These unfair or avoidable differences can impact which people are able to benefit from suicide prevention approaches.

In suicide prevention, health inequity can be most easily seen in groups disproportionately impacted by suicide. These include:

Aboriginal and Torres Strait Islander peoples	People experiencing homelessness or housing instability	Culturally and linguistically diverse communities and refugees
LGBTQIA+SB people	Children and young people	Older Australians
People living in regional, rural and remote areas	People experiencing or at risk of abuse and violence	People with a disability
Australian Defence Force members and veterans	People experiencing socioeconomic disadvantage	People with harmful use of alcohol or other drugs
People with complex mental health needs	People who have been in contact with the criminal justice system	People who have made a previous suicide attempt or who have been bereaved by suicide

*National Mental Health and Suicide Prevention Agreement. Australian Government, Department of Health and Aged Care; 2021. Available from: <https://www.health.gov.au/resources/publications/national-mental-health-and-suicide-prevention-agreement>*

The questions below aim to support you to consider how our actions, relationships, systems and structures, and values and beliefs impact the equitable implementation of your program, policy or service.

## Our actions

What barriers exist for specific population groups who will use your service? What actions could be taken to reduce barriers and improve equity?

Population groups

Barriers to implementation

Actions to improve equity

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## Our relationships

Implementation is a social process. It is important to consider how our relationships and social processes may affect implementation.

Some people or groups may have more or less power in implementation. Power can mean having social influence, freedom, access to resources, or being able to make decisions that impact others.

**What groups involved with implementation have more or less power?** For example, you may want to consider different employees, program or service users, funders, management, lived experience partners, family and friends of users, etc.

*Less power*

*(middle)*

*More power*

What will enable those with less power to:

1. Feel safe and comfortable

2. Have a sense of agency, ownership or control:

**What may influence whether trust or distrust is formed?** Don't forget social, historical and political dominants or trust.

**What steps can be taken to increase trust?**

## **Our systems and structures**

Systems are sets of rules, principles or procedures for completing tasks, making decisions or organising people.

Our systems can both increase and decrease social equity. People may continue to experience worse outcomes from interacting with these systems, in spite of any actions taken by individuals within the system. System change is needed to improve equity.

Systems are often created by people in power. Below are some questions that prompt you to consider what actions could be taken to redistribute power and reduce inequity in the systems within or surrounding your program.

**What experiences have some populations or groups had with the intervention or similar in the past?**

**What historical and current social, structural and political determinants impact outcomes? Do we have a process for reflecting on these?**

**How do we know when a system or process is creating inequity?**

**What processes do we have in place for including diverse viewpoints and lived experiences?**

**What can be done to redistribute power (where feasible)?**

## Our values and beliefs

Our values and beliefs can shape all the above layers and are often the basis of our systems, relationships and actions.

Our beliefs may impact how we think about some determinants of suicide risk, such as poverty, underemployment, homelessness and education. For instance, you might see poverty as a social or systemic problem, whereas a colleague may see it as an individual problem.

It is important to reflect on how our values and beliefs are shaped by our own experiences and worldview. When addressing the questions below, consider factors like poverty, gender, unemployment or education.

**What values and beliefs are held by people delivering the innovation?**

**How may these values and beliefs hinder or support equity?**

**Remember:** Equity is the idea that everyone has a fair opportunity to achieve their full wellbeing potential. Different people have different life circumstances so the equal distribution of resources might not be the fairest way to achieve equal outcomes.