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# PARA Equity Impact Assessment (EIA) Tool

Version: January 27, 2022

# Recommended process for using the tool

1. Organize a meeting with members from PARA staff, executive board, and general resident membership.
2. Describe a proposed event, initiative, or policy to everyone in the meeting. Ensure meeting participants can see the “list of resident groups” in the Equity Impact Assessment tool.
3. Discuss the potential positive and negative impacts of the proposed event, initiative, or policy to different resident groups. Discuss ways PARA can maximize the identified positive impacts and minimize the identified negative impacts.
	1. Note: The discussion should flow naturally and usually does not need to cover every resident group.
	2. Note: An organizer should take discussion notes in the Equity Impact Assessment Tool.
4. At the end of the meeting, discuss how the EIA process went using question #1 in “Evaluation and Communication”.
5. After completing the event, initiative, or policy, document what changes were made using questions #2-4 in “Evaluation and Communication”.

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The Equity Impact Assessment (EIA) Tool

*Scan the resident groups below. Think about how the proposed event/initiative/policy may affect these different groups.*

***Discuss the following:***

1. ***What are the potential positive impacts to different resident groups? How can we maximize these impacts?***
2. ***What are the potential negative impacts to different resident groups? How can we minimize or eliminate these impacts?***

*\*Note: the list of resident groups usually does not need to be discussed in entirety*

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| --- | --- | --- |
|  | Positive Impacts + **how to maximize** | Unintended Negative Impacts + **how to minimize** |
| **WORK-RELATED RESIDENT GROUPS** |
| People working rurally/remotely |  |  |
| IMGs |  |  |
| PGY-1s |  |  |
| Recently Relocated |  |  |
| Residents on leave |  |  |
| Residents with Heavy Call/Workload  |  |  |
| Shift-work based  |  |  |
| Residents from Small Programs |  |  |
| Other groups (non-clinical, Higher Risk Rotations, etc) |  |  |
| **OTHER RESIDENT GROUPS** |
| Financially constrained |  |  |
| Parenting/caregiving for family members |  |  |
| Limited support networks (single, away from hometown) |  |  |
| Various religious affiliations |  |  |
| Diverse Cultures |  |  |
| Racialized |  |  |
| Indigenous |  |  |
| Newcomers |  |  |
| Physical abilities |  |  |
| Dietary restrictions |  |  |
| Mental health |  |  |
| Neurodivergence |  |  |
| Gender/Sexual identity  |  |  |
| Various Age Groups |  |  |
| Other Groups |  |  |

# Evaluation and Communication

1) How was the EIA process?

* Participant feedback:
* Organizer feedback:

2) Were negative impacts minimized? Describe which negative impacts and how they were minimized.

3) Were positive impacts maximized? Describe which positive impacts and how they were maximized.

4) How will you communicate these results, and to whom? (Examples: present to assembly, present to executive board, distribute in PARAScope, present to resident programs, track on PARA website, etc)

# How to cite

Professional Association of Resident physicians of Alberta (PARA). PARA Equity Impact Assessment Tool. 2022 Feb. \*Insert hyperlink\*

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# References

Government of Canada. Social determinants of health and health inequalities. Last modified: 2020-10-07. Most recently accessed February 8, 2021. <https://www.canada.ca/en/public-health/services/health-promotion/population-health/what-determines-health.html>

National Collaborating Centre for Determinants of Health. (2020). A Guide to Assessment Tools for Organizational Health Equity Capacity. Antigonish, NS: NCCDH, St. Francis Xavier University. Most recently accessed Feburary 8, 2021. https://nccdh.ca/resources/entry/OCI-KP-8-Guide-to-assessment-tools

Ontario Ministry of Health and Long-Term Care. Health Equity Impact Assessment. May 2012. Most recently accessed February 8, 2021. <http://www.health.gov.on.ca/en/pro/programs/heia/tool.aspx>

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