# EXAMPLE: PARA Equity Impact Assessment (EIA) Tool

Date of session: November 30, 2021

## Starting (pre-EIA) description of event

*March 2022: Happiness is… (complete the sentence)*

* *Happiness is sleeping in late on a Sunday.*
* *Happiness is going for a walk with my spouse and dog.*
* *Happiness is clearing the garden for spring planting.*

*This March PARA would like to know what happiness looks like to you. Send a quick email to Robin completing the sentence “happiness is…” and you will be entered into draw for one of ten $50.00 gift cards for something that makes you happy.*

*Submissions need to be mailed before March 27, 2022. We’ll share your quote on social media and the PARA website, but personal information will not be included.*

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Notes from EIA discussion with PARA’s Community and Well-Being Committee

Action items from discussion are in bold

|  |  |  |
| --- | --- | --- |
|  | Positive Impacts + **how to maximize** | Unintended Negative Impacts + **how to minimize** |
| **WORK-RELATED RESIDENT GROUPS** | | |
| People working rurally/remotely | These residents often can’t participate in PARA events/activities, but this event is very accessible event to rural/remote residents  **Consider focusing our comms towards rural programs**  **Have a week dedicated to rural/remote residents**  **Also ensure gift cards distributed are able to be used in rural areas (ie avoid meal delivery services like Uber Eats)** |  |
| 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 |  | May not be able to afford extravagant vacations/activities that cost money. Could feel excluded or badly about their financial situation when seeing posts about this giveaway  **Mitigation: reframe focus towards “small victories” or “small things that bring happiness”. Promote happiness that is low cost/low barrier to access** |
| Parenting/caregiving for family members |  |  |
| Limited support networks (single, away from hometown) |  |  |
| Various religious affiliations |  |  |
| Diverse Cultures | Spring Equinox is in March, residents may be keen to integrate these celebrations  **Will add Spring Equinox celebrations to PARA communications about things that could bring happiness** |  |
| Racialized |  |  |
| Indigenous |  |  |
| Newcomers |  |  |
| Physical abilities |  |  |
| Dietary restrictions |  |  |
| Mental health |  | Potentially triggering for residents who are struggling  **Change language of event to celebrate “small successes” or “what did you do today to make yourself happy”**  **Interpersonal perspective: “what did you do today to make a colleague happy”** |
| Neurodivergence |  |  |
| Gender/Sexual identity |  |  |
| Various Age Groups |  |  |
| Other Groups | March 20th is International Day of Happiness |  |