



**PARA**

Professional Association of  
Resident Physicians of Alberta

## 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.*



**PARA**

Professional Association of  
Resident Physicians of Alberta

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

Action items from discussion are in bold

	Positive Impacts + <b>how to maximize</b>	Unintended Negative Impacts + <b>how to minimize</b>
<b>WORK-RELATED RESIDENT GROUPS</b>		
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 <b>Consider focusing our comms towards rural programs</b> <b>Have a week dedicated to rural/remote residents</b> <b>Also ensure gift cards distributed are able to be used in rural areas (ie avoid meal delivery services like Uber Eats)</b>	
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)		
<b>OTHER RESIDENT GROUPS</b>		
Financially constrained		<p>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</p> <p><b>Mitigation: reframe focus towards “small victories” or “small things that bring happiness”. Promote happiness that is low cost/low barrier to access</b></p>
Parenting/caregiving for family members		
Limited support networks (single, away from hometown)		
Various religious affiliations		
Diverse Cultures	<p>Spring Equinox is in March, residents may be keen to integrate these celebrations</p> <p><b>Will add Spring Equinox celebrations to PARA communications about things that could bring happiness</b></p>	

Racialized		
Indigenous		
Newcomers		
Physical abilities		
Dietary restrictions		
Mental health		<p>Potentially triggering for residents who are struggling</p> <p><b>Change language of event to celebrate “small successes” or “what did you do today to make yourself happy”</b></p> <p><b>Interpersonal perspective: “what did you do today to make a colleague happy”</b></p>
Neurodivergence		
Gender/Sexual identity		
Various Age Groups		
Other Groups	March 20th is International Day of Happiness	