



PARA

Professional Association of
Resident Physicians of Alberta

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.
 - a) Note: The discussion should flow naturally and usually does not need to cover every resident group.
 - b) 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*

	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*

References

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