WHEN COLLECTIVE IMPACT HAS AN IMPACT

A CROSS-SITE STUDY OF 25 COLLECTIVE IMPACT INITIATIVES

EQUITY

KEY PRINCIPLES

In addition to the five Collective Impact Conditions, many collective impact initiatives deploy eight additional principles of practice, which are increasingly recognized as important to achieving population change.

Definition of Equity in this Study	*Equity is fairness achieved through **systematically** assessing **disparities in opportunities and outcomes** caused by structures and systems and by addressing these disparities through **meaningful inclusion** and representation of affected communities and individuals, targeted actions, and **changes in institutional structures and systems** to remove barriers and increase pathways to success.*

KEY FINDINGS EQUITY

When looking at how initiatives approach equity in their work, about **a third had equity capacity/intent and focused actions, but many struggled with meaningful inclusion.**

Capacity to engage in equity action	1/3 of sites (8) have strong equity capacity
	1/3 of sites have emerging equity capacity
Equity focused actions	Often seen in a mix of data and communications strategies
	Few sites focused on root causes of inequities
Representation and meaningful inclusion	Two sites with strong grassroots organizing approaches
	Most sites struggled with this

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Initiatives with strong and emerging equity focus showed promise in their equity outcomes; those with no focus typically did not see results that advanced equity, with a few exceptions.

	Sites	CAPACITY	ACTION	REPRESENTATION	EQUITY OUTCOMES	
					SYSTEMS CHANGES	*POPULATION CHANGES*

Stronger equity intent/action leading to systems changes and then to population change — *7 sites*

Equity outcomes in absence of equity approach and intent — *4 sites*

No equity focus or impact — *4 sites*

Darker color indicates stronger evidence of commitment; blank indicates no evidence

Outcomes: darker color indicates clear evidence of equity impact through system and population change; lighter color indicates some evidence; blank represents no evidence

Equity is achieved through different routes; be aware, intentional, and adaptable.

The relationship between equity intentions and equity outcomes is not direct and seen the same across sites.

- Sometimes strong equity intent (as seen in capacity and inclusion) leads to equity impact—sometimes it does not

- Sometimes a lack of equity intent or weak equity intent can still lead to outcomes that advance equity—problem definition, context, or strengths of the actions taken help this to happen

Full report: bit.ly/collectiveimpactstudy