Inequity Waste Wheel Toolkit

Waste categories resulting in inequity.
For use in process improvement, project/program planning and determining recommendations.
Use the questions on pp. 2-3 to consider how to improve equity.

Key

- Common behaviors displayed by people with power and privilege, often unintentionally.
- Common inequities experienced by people without power and privilege.

Inequity

- Silencing
  Not inviting or hearing all voices, excluding data/metrics about underrepresented people

- Under-Representation
  Hidden or incomplete contribution from, and information about, underrepresented populations

- Assumptions
  Not asking, not knowing, missing the mark, accepting less for some, overlooking equity or social determinants of health

- Mistrust
  People do not feel safe in system, environment and/or with peers, leaders, providers

- Power and Privilege
  People not recognizing or acting to check their privilege and/or biases

- Access Barriers
  Underrepresented people not having access to resources, services, opportunities, supports

- Under-Representation
  Hidden or incomplete contribution from, and information about, underrepresented populations