

# Bright spot practices

## Better empowering constituents and promoting diversity, equity, and inclusion

Broad adoption of these bright spot practices could help the field avoid the expected future and instead better empower constituents and promote diversity, equity, and inclusion through monitoring, evaluation, and learning activities.

### 1 Equity is consistently considered in and supported by MEL efforts

- Ensure AEA's statement on cultural competence essential practices is followed, including eliminating bias in language and using culturally appropriate evaluation methods
- Assess demographics and identify relevant existing inequities
- Consider equity implications of intervention and monitoring, evaluation, and learning efforts, including intended and unintended consequences
- Collect disaggregated data on the effects of an intervention broken out by different groups of constituents. Look for gaps between groups
- Use an asset-based framing in data collection and analysis, including social and cultural resources that might otherwise be overlooked (e.g. informal child care or cultural sources of strength)
- Build more diverse and inclusive staff and partnerships for monitoring, evaluation, and learning roles
- Develop diversity, equity, and inclusion competencies and capacities for staff engaged in monitoring, evaluation, and learning

### 2 Constituent feedback is an essential practice

- Develop a process of ongoing constituent feedback for learning, collaboration, and improvement
- Engage and co-create with constituents throughout the feedback process, from design through action, in ways that make them feel valued and consulted
- Incorporate constituent feedback into decision-making to make course corrections
- Promote skill development and training to provide staff with the capacities needed to develop and use constituent feedback tools and technologies

### 3 Constituents are empowered to make their own choices

- Build community capacity to collect, analyze and use their own data
- Enable constituents to define what is most relevant and needed
- Enable constituents to guide development and changes to programs and initiatives
- Enable constituents to co-create together interventions that work for them

### 4 Data rights are secured

- Get consent from constituents for data collection and make clear how it will be used
- Enable constituents to access and remove their data where relevant if they choose
- Protect the privacy of constituent data and prevent them from being identified
- Protect how sensitive information is shared
- Destroy constituent data when it is not needed
- Act in ways that promote equity, fairness and the best interest of constituents when collecting and using personal information

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