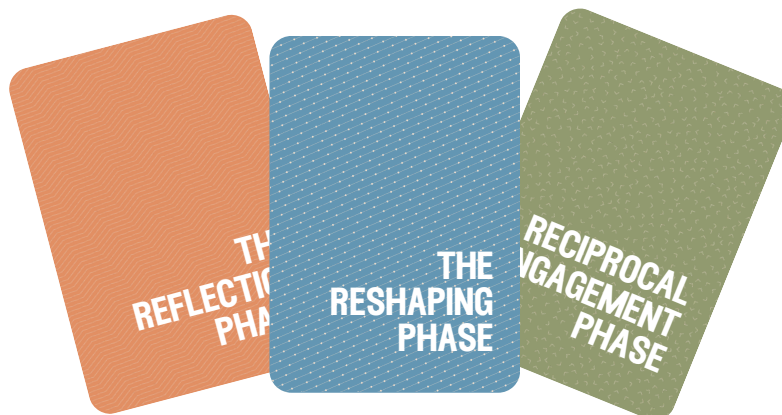


THE EQUITY DECK

The Equity Deck brings to life an iterative, ongoing, and collaborative process that will help build collaboration spaces that are equity-centred.

Through this process, we can continuously build the mindset, heart-set, and skillset necessary to evolve our understanding of systemic oppression and the impact it has on our collective work, helping us celebrate successes, encourage sensemaking, and adjust based on feedback. Reviewing our work through the lens of the Equity Deck allows us to review process commitments, identify progress and areas for improvement, build strategies that can bring about intended systemic change, and rework strategies that need to be refined.

[Download the deck](#)



USER GUIDE

This non-linear framework is designed to help teams move towards equity, anti-racism, and reconciliation through a cycle of reflection and action. The five interconnected phases detailed in this deck inform and reinforce one another. Adapt this tool to your team's unique rhythm and use it where you are to get to where you need to be.

Guiding Principles



This journey is not linear. There is no "correct" order to go through or use this deck. This is an iterative process, so move between phases based on where you feel the most momentum, friction or "pain points."



If you're unsure where to begin, start with reflection. While you can start anywhere, going through the Reflection phase before collaborative work can help create clarity of roles and shared values.



Commit to creating accountable spaces for these

discussions. Conversations about Equity, Anti-Racism and Reconciliation can be sensitive and challenging. Establishing accountability strategies to guide these conversations helps us navigate expectations, boundaries, and power dynamics, which better enables us to center equity, inclusion and a sense of connection across all people.



Move towards actions. The framework is not meant to keep your work stuck within reflection. As you go through the deck, think about how your reflections can connect to specific actions. What will change in your daily work because of these conversations?

USING THE DECK

There is no prescriptive way to go through this deck. The most important thing is that you build time into your teamwork to prioritize these discussions. We recommend reviewing the entire deck within a set timeframe to prevent too much time from passing between phases. Return to phases where you need more support to move towards goals and actions.



Ways You Can Use This Deck



Check-in questions: Open each team meeting with a question from a single card in a single phase, working through all phases over time.



Standing agenda items: Dedicate 15 minutes each team meeting or one team meeting a month to going over each phase.



Scheduled reflective practice meetings: Schedule meetings specifically dedicated to working through these phases throughout the year. Some phases may take more time than others.



Alongside other Collective Impact tools: Using the equity deck alongside other tools like the [Sustainability Guide](#) will help tie reflections into actions.

PHASE	WHEN YOU MIGHT USE THIS DECK
Reflection	Starting a new collaborative project; onboarding new team members; at the end of a project; at checkpoints throughout a project duration
Reshaping	Strategic planning; creating or updating team processes or policies
Reciprocal Engagement	Community engagement (facilitated with the Respectful Communication phase to build trust, openness, and transparency); co-writing stories with a diversity of contributors; designing tools rooted in lived experience
Respectful Communication	Working through challenges, pain points, or tensions; establishing meeting agreements
Review	Work planning; at the end of a project



FACILITATION TIPS

Though this deck can be used for self-reflection, it is primarily meant to support you in having deep, reflective conversations with others as you collectively work to shape and action equity, anti-racism, and reconciliation goals. Below are seven invitations to facilitate meaningful conversations while using this deck, adapted from Tamarack's [Guide to Great Meetings](#). For strategies on how to put these invitations into practice, please refer to the full [Guide](#).

Below are seven invitations to create spaces and conversations towards shared goals.

- 1 Use Relationships, Resources, and Goals to Guide Conversations**
- 2 Define & Hold Roles**
- 3 Use Check-ins & Check-outs**
- 4 Share Work**
- 5 Be Present**
- 6 Give Context, Ask Effective Questions, and Listen for Responses**
- 7 Capture, Sequence, Summarize, and Synthesize**

REFLECTION PHASE

Reflection must be embedded in all processes that a group works within. To build trust and support people where they are, the following prompts can be used at various stages and intersections of collaborative work and would be useful at the outset to foster understanding and clarity of roles and functions.



CARD 1 – Purpose & Connection

- Why is Equity, anti-racism, and reconciliation important to your personal practice? How do you center these in your personal practice?
- What motivates you to be part of this group or initiative? Do you hold any curiosities about this group or initiative?
- How does the collective shared purpose connect to your individual role or values? Where might it diverge?



CARD 2 – Identifying Strengths & Growth Areas

- What strengths do you bring to this work?
- Where do you see opportunities for your personal or professional growth?
- What challenges have you experienced (or anticipate) in doing this work, and how might we support each other through them?



CARD 3 – Examining Privilege, Bias, and Worldviews

- What aspects of your identity give you privilege in the systems we're trying to change?
- When did you last recognize a bias in yourself, and how did you respond?
- How do your life experiences shape the way you see equity, anti-racism and reconciliation work?



CARD 4 – Clarifying Roles & Driving Progress

- What do you see as your role in advancing our shared goals? What about our group's collective role and our community's role?
- How can we each be more intentional about using our roles to drive change?
- What specific actions can we commit to in the short and long term?



CARD 5 – Building Trust and Connection

- What helps you feel safe, seen, and heard in a group setting like this? What might help build trust and connection for others?
- How can we hold each other accountable with care and compassion?
- How will we stay transparent and accountable with each other and with others we engage in this work?

RESHAPING PHASE

Equity, anti-racism, and reconciliation require collaboration. Collaboration brings together different knowledge and perspectives, which in turn shape and reshape our commitments and responsibilities. Use these prompts to consider your work and commitments and how they might need to be reshaped.



CARD 1 – Laying the Groundwork: Personal & Collective Worldviews

- What values or experiences have shaped your understanding of equity, anti-racism, and reconciliation?
- How does your personal identity or lived experience influence your perspective on systemic inequity?
- How do the ways we see the world enhance or limit our ability to work toward justice?



CARD 2 – Collaboration Across Multiple & Intersecting Identities

- What different strengths do we bring that can support this work?
- Who is included or excluded in shaping our approach? How does our approach support or further marginalize people excluded because of age, language, gender, sexual orientation, race, and/or indigeneity, as well as refugees, migrants, newcomers, and/or those living with a disability or experiencing poverty?
- What practices can help us build genuine, cross-generational relationships rooted in trust and accountability?



CARD 3 – Reshaping Our Commitments

- What does meaningful commitment to equity, anti-racism, and reconciliation look like in action for us?
- Where have we made progress, and where are we still upholding systemic barriers – intentionally or not?
- How do we ensure our commitments go beyond performative gestures and lead to sustained change?



CARD 4 – Indicators, Data, and Evaluation

- Which indicators have we committed to measuring, and do they meaningfully reflect equity outcomes and community-identified need?
- How are we collecting data and feedback in ways that uphold data sovereignty, and are inclusive and respectful of diverse communities?
- What methods of evaluation support transparency, and how are we accountable to the people most impacted by our work?



CARD 5 – Sustaining the Work

- What does sustainability look like for our equity and reconciliation efforts – not just in funding, but in relationships and accountability?
- How do we embed equity into our daily decision-making, not just our long-term planning?
- What structures or supports do we need to maintain momentum and avoid burnout? How do we embed love and care (for self, others, community and systems) into the work?



CARD 6 – Closing & Reflection

- What is one insight or question you're taking away from today's discussion?
- How will you personally commit to advancing equity, anti-racism, and reconciliation within your role or community?
- What support do you need from this group to help fulfill that commitment?

RECIPROCAL ENGAGEMENT PHASE

Reciprocal and mutually beneficial engagement ensures that equity-denied individuals, organizations, and communities shape, lead, and influence equity, reconciliation, anti-racism, and accessibility efforts. This phase supports teams in designing approaches where trust, accountability, and power awareness are embedded into the structure of the work—not dependent on individual goodwill or personality.



CARD 1 — Shaping Commitments for Reciprocal Engagement

- What structural, cultural, historical, relational, or logistical barriers limit meaningful participation for equity-denied individuals?
- How are equity-denied community members and organizations shaping governance and decision-making?
- What does reciprocity look like for both the organization and the community?
- How ready are we to adapt, slow down, or change course based on community feedback?
- How do we prevent relational work from falling disproportionately on those with less institutional power?



CARD 2 — Inclusive and Creative Paths for Engagement

- What diverse, culturally appropriate, and accessible ways of engaging community are possible (e.g., land-based gatherings, art, storytelling, food, play, ceremony, youth-led spaces)?
- Where is community already gathering, organizing, or creating? How can engagement meet people where they are rather than asking them to come to us?
- What supports (transportation, childcare, honoraria, translation, food, technology access) are needed to remove participation barriers?
- How are gratitude and equitable compensation being practiced throughout the engagement process?



CARD 3 — Understanding Community Needs and Aligning Purpose

- How are the community's needs, and priorities understood—and who shaped that understanding?
- How does the request, project, or initiative align with these needs?
- What parts of the approach may need to be reshaped to better reflect where the community is at?
- How can extractive engagement be avoided, ensuring community benefit is clear, tangible, and co-defined?



CARD 4 — Power, Privilege, and Space-Making

- How do people with privilege contribute meaningfully while also ceding space for equity-denied leadership?
- How can engagement embed equity and power-sharing rather than rely on individual goodwill? (i.e. ...participation depends heavily on one staff member who has strong personal relationships in the community. When the person left, engagement dropped sharply and trust weakened.).
- How can conditions be created where everyone feels responsible for examining participation barriers?
- How do those with privilege act as allies without overshadowing or limiting equity-denied voices?



CARD 5 — Who Is Engaging and Who Is Missing?

- Who is conducting the engagement, and what relationships, histories, or power dynamics shape how they are perceived? (i.e. police, vs. teachers vs. CFS vs. volunteers vs. nurses etc.)
- Who are we turning to in community, and who is consistently left out or overlooked?
- Who benefits from this engagement, and who may be unintentionally excluded or harmed?
- How are we building long-term, trust-based relationships rather than one-time consultations?



CARD 6 — Historical and Contemporary Context

- What historical and ongoing forms of oppression, colonialism, racism, and inequity shape the community's experiences with institutions?
- How do these histories influence trust, participation, and expectations of engagement?
- How are past organizational or systemic harms being acknowledged and addressed within current engagement approaches?



CARD 7 — Data, Learning, and Accountability

- What data—quantitative, qualitative, relational, and experiential—helps illuminate inequities and community priorities?
- How is data being collected in ethical, consent-based, culturally safe, and non-extractive ways?
- How will data be shared back with community, and how will it support collective decision-making?
- What mechanisms ensure accountability to communities most impacted by inequities?



CARD 8 — Sustaining Relationships Beyond the Project

- How are we committing to long-term relationship-building rather than transactional engagement?
- What practices ensure ongoing reciprocity, transparency, and shared learning?
- How do we honour community time, knowledge, and leadership beyond the life of a single initiative?

RESPECTFUL COMMUNICATION PHASE

Respectful communication enables trust, openness, and transparency to be built within collaborations working to achieve equitable outcomes. Consider these prompts to identify areas where you might build or further respectful communication.



CARD 1 – Inclusion

- Whose voices are being heard, and whose are being left out?
- Are we actively creating space for marginalized, underrepresented, or silent voices to participate meaningfully in our communication processes?
- How are we selecting words in the language that we use that don't create or perpetuate harm?



CARD 2 – Accessibility

- Are we communicating in ways that are accessible and inclusive to all actors/audiences?
- Do our language, formats, and communication channels consider different needs related to language, ability, culture, and digital access? What are other ways that we can make our practices more supportive for all audiences?



CARD 3 – Conflict

- How do we handle conflict, feedback, or disagreement in ways that are respectful and equitable?
- Do we have shared practices for navigating difficult conversations that honour dignity and difference, and promote accountability to relationships?



CARD 4 – Power Dynamics

- Are we transparent about decision-making processes and ensuring that power is not concentrated in ways that silence or marginalize others?
- Are power dynamics acknowledged and addressed in how we communicate?



CARD 5 – Accountability

- How do we hold ourselves accountable to equitable and respectful communication?
- Do we have systems for reflection, feedback, and adjustment when communication harms occur or when equity is compromised?

REVIEW PHASE

Reviewing process and purpose at regular intervals is key to a successful collaborative and determining a regular review process that supports continuous review and openness to iteration of work being advanced are key to ongoing impact and improvement.



CARD 1 – Recognizing Progress & Impact – Identify progress and areas for improvement

- What have we accomplished since our last review?
- Where are we seeing meaningful shifts (in policies, practices, mindsets)?
- How are these shifts impacting equity-denied individuals and groups? How do we come to know this information (i.e. community validation)?
- What do our successes, challenges, or opportunities tell us about what's possible? What do our failures tell us to do differently next time?



CARD 2 – Sensemaking & Collective Learning – Encourage reflection and build shared understanding

- What are we learning about systemic oppression and its impact on our work?
- What has challenged our thinking or pushed us out of our comfort zones?
- In what ways are we growing our mindset, heartset, and skillset?
- What tensions or contradictions have surfaced, and how are we navigating them?



CARD 3 – Strategy and Resource Check-In – Build on what’s working; rework what’s not

- Which strategies are clearly advancing our goals for systemic change?
- Where are we off track or unsure?
- What needs to be rethought, reworked, or retired?
- Are our actions aligned with our stated values?
- What are the resources we have, and what are the resources we need?



CARD 4 – Centring Equity, Anti-Racism & Reconciliation – Ensure that the work is transformational, not just transactional

- How are we embedding equity, anti-racism, and reconciliation into our daily work?
- Whose voices have shaped our strategies and decisions?
- Whose voices are missing from our strategies and decisions?
- Where do we still see colonial, racist, or exclusionary systems operating within our structures?
- How are we holding ourselves accountable to the communities we serve?



CARD 5 – Feedback & Future Commitments – Listen, adapt, and move forward with clarity

- What feedback have we received from peers, partners, and communities?
- How have we responded to that feedback?
- What commitments are we making—individually and collectively—for the next phase of work?
- What support do we need to stay accountable?



CARD 6 – Optional Wrap-Up Prompts – To close sessions with reflection and shared accountability

- What is one insight you're leaving with today?
- What is one commitment you will carry forward?
- How will you continue to practice both personal and collective commitment and accountability as you move forward?
- How will we know we're making meaningful progress before the next review?