

Bottom-Up

Equality Journey

equalityjourney.eu





1 Choose your destination

1 A Select between 3 and 5 objectives of the organization that influence the living conditions of people

*

1 D Choose your destination. Choose a topic that you find important, interesting or a challenge worth of further investigation. Write it down in this section and mark, in the boxes of the asterisk * next to section 1 A, the objectives affected by this subject.

1 B Choose one of the above objectives. Brainstorm based on the following questions. Write each idea in a post-it.

- What indicates that this goal has not been achieved in the same proportion for all people (as employees, clients, customers, users, citizens or members)?
- Which groups of people have the most difficulty in reaching these objectives? /Are there groups that are at risk of being threaten unequal in your organization/ organization activities? For which groups is the objectives already achieved?

1 C Place all post-its in front of you. Reflect:

- What do you think is the most interesting thing to go into?
- Where in your organization would the consequences of inequality be worse?
- Are there any potential challenges that may be relevant to several goals? Is there any common idea, any pattern that you can identify?



2 Draw the map

2 A How would inequality look like or be expressed in the topic chosen in 1 D ?

2 B This is how it looks like

2 C What were the main conclusions of your mapping?



3 Check the compass

3 A Identify the causes

Use post-its to brainstorm on why it looks like you showed in **2 C**. Remember to think both about societal factors, and factors within your own organisation.

3 C Think about whether your results have to do with the rules and stereotypes that exist about the groups of people you have chosen.

3 B An equality problem is a situation that limits a person because the person belongs to a particular group. Check if your mapping shows an equality problem based on a person's ability to...

	IN THE SHORT TERM, YES	IN THE LONG RUN, YES	NO	For each "yes" you have marked, describe the problem in one sentence.
...exercise their self-determination, make their own decisions.				
...influence their environment / society.				
...access an education / a good economic situation.				
...share equally and make decisions about home and domestic work.				
...avoid exposure to violence.				
...have good health.				

4 Make the most of your journey



4 A Take the post-its with the causes you identified in step 2C. Classify them into three columns (A B C):

A Causes which you can influence yourself.

B Causes that you can partially influence if you collaborate with other people, for example with other departments / organizations, with your target group or with external actors.

C Causes that would be very difficult or impossible to influence.

4 B Look at columns A and B .

• What cause would you choose to achieve the greatest impact with the least effort in your daily work?

• Is there any action that could affect several of the causes of post-its?

• Are there actions that are so easy to implement that there is no reason not to do it?



5 Create your itinerary

5 A What is the long-term goal of your itinerary?

5 B

What?	What is needed?	Who is responsible? Who is involved?	What do we want to achieve?	FOLLOW UP	Have we succeeded? Why? / Why not?
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