

Top-Down

Equality Journey

equalityjourney.eu





2 Choose direction

2 A Can you see any patterns in step **1**? Are there for examples different data showing the same phenomena or in other ways related. Give points, from 1–3, where 3 is strongest:

Description. Describe briefly the pattern from step **1**.

Identify 2–4 criteria for a good indicator

					SUM	CHOICE

2 B 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 B**. 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 3 A . 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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