



Data Practices & The Five Guiding Questions*

Program Outcome	Outcome Indicator	Evidence Collected to Explore Indicator	Social Equity Issue Description	Evidence Collected to Examine Social Equity Issue	Social Equity Issue Type	Solutions
					<input type="checkbox"/> Social bias <input type="checkbox"/> Structural bias <input type="checkbox"/> Lack of needed/appropriate structure <input type="checkbox"/> _____	<input type="checkbox"/> Develop a strategic partnership with organizations for refining programming <input type="checkbox"/> Adjust program focus to deliver program in a way that contends with social equity issues <input type="checkbox"/> Develop an advocacy agenda <input type="checkbox"/> Develop a strategic partnership with social justice organizations
					<input type="checkbox"/> Social bias <input type="checkbox"/> Structural bias <input type="checkbox"/> Lack of needed/appropriate structure <input type="checkbox"/> _____	<input type="checkbox"/> Develop a strategic partnership with organizations for refining programming <input type="checkbox"/> Adjust program focus to deliver program in a way that contends with social equity issues <input type="checkbox"/> Develop an advocacy agenda <input type="checkbox"/> Develop a strategic partnership with social justice organizations
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The Five Guiding Questions (discussed fully in the [Anchoring Success blog](#))

1. How does the current program design support program participants and later program alumni to navigate the social structures with obvious social equity biases, while utilizing the new skills, information, opportunities, etc. gained from the program?
2. Which social structures with obvious social equity biases are the most difficult for the target population of the program to engage?
3. How are these structures and biases interrupting program outcomes?
4. In what ways can the program be redesigned to tackle the influence of the social equity issues in the lives of program alumni?
5. Which types of strategic partnerships in the sector are needed in order to effectively address the social equity issues, making a climate where the programming can be increasingly effective?

Developed by [Anchoring Success](#)

Please feel free to use this table as we have intended it and appropriate to your organization. Please [let us know](#) how the use of the table has benefited your program.