Equity Toolkit

CIFF's approach to assessing equity in our investments.

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**CHILDREN'S
INVESTMENT FUND
FOUNDATION**

Equity Toolkit Contents

Please also find a glossary of key terms and definitions on slides 25 & 26

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Introduction to the Toolkit

Background and Purpose

CIFF has been embarking on a Diversity, Equity and Inclusion learning journey, that includes working with our partners to integrate equity into our investments. As part of this we developed an internal equity toolkit to provide guidance to CIFF Programme Managers and Directors. Following on from this, we have adapted our equity toolkit to be shared with our partners.

This external facing version of our equity toolkit aims to provide an overview of CIFF's approach to embedding equity into investments. It is intended as practical guidance for CIFF and our partners, though it should be noted that the toolkit is not exhaustive of all the dimensions of diversity.

We hope that partners will find it helpful as a way to understand CIFF's approach, and the key equity components and questions we consider when undertaking investments. We are keen to share our approach to equity with our partners, to collaborate on integrating equity more fully into programming, and gain feedback that can improve our approach.

Summary of Key Points

To integrate equity into our investments, CIFF has identified 7 key areas, we call components, we consider key to achieving equitable programming:

1. Identifying and reaching the most in need
2. Addressing intersectionality
3. Collecting disaggregated data
4. Equity outcomes and indicators
5. Feedback from communities served
6. Equitable budgeting
7. Localisation

This toolkit provides guidance for each of these components on slides 13 to 21.

To determine how equity focused an investment is we developed a question relating to each component (detailed on slide 9). These are answered by CIFF internal staff, based on discussions with, and information from, our partners, during the idea and investment memo development stages of an investment.

Beyond the investment memo stage, we aim to engage with partners on equity throughout the investment cycle, from initial idea discussions to final reporting.

Key Terms and CIFF's Anti-Racism & DEI Journey...

Section contents:

- What is DEI?

- Why is an equity focus important to CIFF?

- Equity and cost-effectiveness

- Examples of best practice at CIFF

- CIFF's DEI Journey and where this toolkit fits

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What is DEI?

CIFF has been embarking on a reflective and interrogative anti-racism and DEI learning journey. Below are some key guiding definitions around DEI that have informed this journey.

Our 'guiding definitions' around DEI*

Diversity
Any dimension that can be used to differentiate groups and people from one another. These characteristics may include their gender identity, race or ethnicity, LGBTQ+ status, disability status, and more. It is important not to pit these identities against each other, as if there is a 'hierarchy' of identities – but take a holistic approach. Intersectionality speaks to the overlapping nature of these identities.

Inclusion
Is an organisational effort and practices in which different groups or individuals with different backgrounds are culturally and socially accepted and welcomed, and equally treated.

Geographical diversity
is less a DEI starting point and more about access and credibility working in an area; but is still considered as a dimension of diversity

Equity
is an approach that recognises that each individual may require different support or opportunities to enjoy equal status, and acknowledges systemic inequalities. This involves treating each individual according to his or her needs.

Please find a full glossary of terms and definitions in Annex 1.

Why is an equity focus important to CIFF?

There is clear evidence, generated internally and externally, illustrating the importance of tackling equity gaps and the devastating potential consequences of inaction, to ensure our investments can be more impactful, effective, sustainable and in some cases more cost-effective. The examples below illustrate this within the context of CIFF's programme portfolios.

What this looks like in our work on climate…

It is now understood that in general, climate change is superimposed on existing vulnerabilities, and the impacts of climate change are not, and will not be, felt equally or fairly. In this way it is crucially linked to intersectionality, as those experiencing multiple levels of discrimination, be it economic, migrant status, disability status, gender identity, race or another factor, are most likely to be adversely affected.

The OECD reported that "climate change will further reduce access to drinking water, negatively affect the health of poor people, and will pose a real threat to food security in many countries in Africa, Asia, and Latin America." Although the costs of the impacts of climate change are uncertain, it is likely they will threaten development in many countries.

Therefore, without an equity focus, climate programmes may fail to:
- Protect the most vulnerable from adverse effects of global warming,
- Ensure responsibility for tackling climate change is distributed fairly. For instance, poorer countries may be left with high financial burdens, that should be placed on the shoulders of those with more resources, and future generations may be left with task of tackling climate change because present generations failed to act.

"

Climate change is happening now and to all of us. No country or community is immune… And, as is always the case, the poor and vulnerable are the first to suffer and the worst hit.

– UN Secretary–General António Guterres.

"

Continued… Why is an equity focus important to CIFF?

What this looks like in our work on health and beyond…

An internal evidence review on the social determinants of health confirmed that **the socio-economic status of children (and their mothers) is the biggest determinant of their health, well-being and future opportunity.**

Key examples of the consequences of inequity can be found from across CIFF's work. For instance, the evidence review conducted for the Step Up investment found that **in Nigeria, the proportion of family planning demand satisfied for the poorest 20% of women is 1/3rd that of the wealthiest 20% and maternal mortality is 80% higher for the poorest women.** This demonstrates the lack of access afforded to the poor and the impact of such marginalisation. Poverty is typically the determinant most strongly associated with high fertility, low education, and child marriage.

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Cost–effectiveness
Cost per outcome is often *better* when applying an equity lens

Inequities lead to substantial gaps in access to health and social development. These gaps not only lead to far worse outcomes but **perpetuate inequality and intergenerational poverty.** While costs can be higher to reach marginalised communities, higher unmet need and worse outcomes mean that the **cost per outcome is commonly better** when targeting the under-served, for instance…

1

In some cases, **targeting can be easier** when focusing on equity groups given their concentration (and sometimes size).

2

Using an equity lens to inform programming means more resources going to **those who need it most**, and may yield greater impact and, when done well, better cost-effectiveness.

3

Addressing the challenges faced by the most marginalised can serve to **elevate the experience of the system for everyone.**

The Equity Toolkit is designed to give CIFF, working alongside our partners, the tools needed to craft and manage investments and strategies in a way that will make them more impactful through greater equity.

Equity questions CIFF answers when developing an investment

These questions are answered by CIFF internal staff, based on discussions and information from, our partners. CIFF partners may find it helpful to review these components/questions to gain an understanding of what CIFF is looking for in terms of equity.

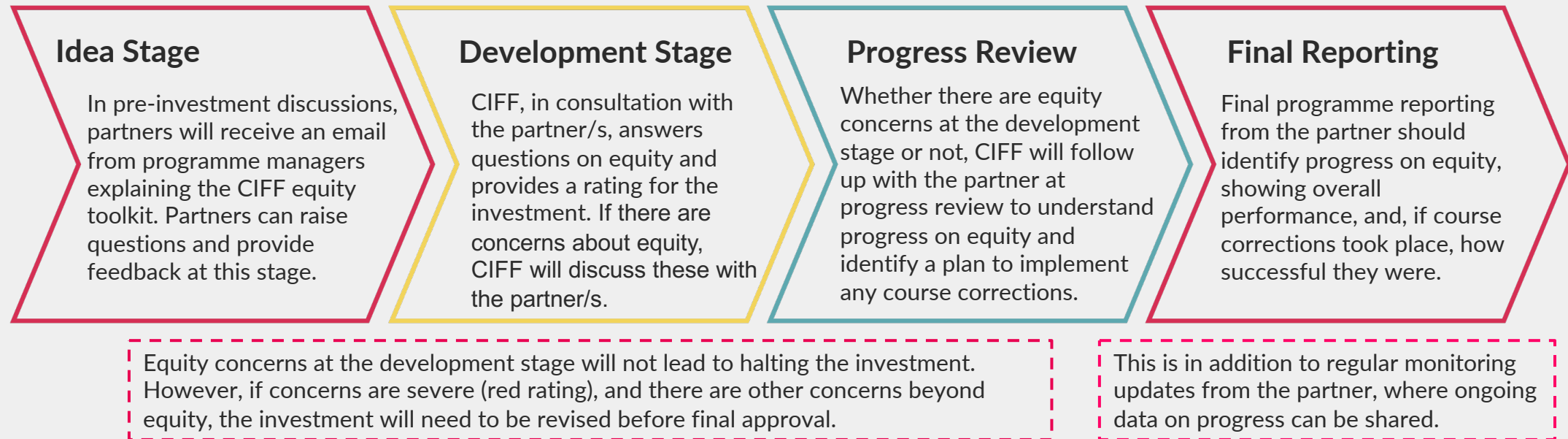| Component	Correlating question on equity
Identifying and reaching the most in need	Has the investment identified populations most in need of this investment, i.e., those in need of support due to marginalisation, and designed the investment in a way that is appropriate/applicable to them? (Considering factors such as income, geography, disability status, sexuality, gender, race, age, ethnicity, religion etc)
Addressing intersectionality	Does the investment identify intersections between areas of marginalisation and indicate how these will be addressed? (E.g., this could include identifying the intersectional issues arising for children with disabilities in socio-economically deprived parts of India and indicating how the programme will tackle this specifically).
Disaggregated data	Will the investment collect disaggregated data, at minimum standard? Collecting data from the communities we work with, at a minimum at least two genders, two age groups, income, and location.
Equity outcomes and indicators	Does the IM include equity indicators and outcomes, and do they relate to agency, and system level change/addressing root causes of inequity including resources, structures and norms? (Two at minimum)
Equitable budgeting	Has equity been considered in the way the budget has been allocated, to ensure that the investment addresses barriers and underlying issues affecting access and benefits for marginalised groups?
Feedback from those served	Will feedback/insights from communities/individuals served by the investment be incorporated throughout the investment cycle? Will learnings be used to support the relevant communities?
Localisation	How are local partners, staff, and consultants, leading in agenda setting/decision-making, and included in governance structures and the IM's budget? Include indicators.

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Our approach to integrating equity into investments

Section contents:

- Equity components and questions that CIFF answers at the investment memo development stage
- The process for incorporating equity throughout the investment cycle

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The process for incorporating equity throughout the investment cycle

The process below shows how partners will be engaged on equity from the investment development stage, through to the progress review stage and final reporting. This process is aimed to ensure that equity is considered beyond the initial idea and design stage, to ensure that equity outcomes are being achieved, and course corrections take place if needed.

Idea Stage

In pre-investment discussions, partners will receive an email from programme managers explaining the CIFF equity toolkit. Partners can raise questions and provide feedback at this stage.

Development Stage

CIFF, in consultation with the partner/s, answers questions on equity and provides a rating for the investment. If there are concerns about equity, CIFF will discuss these with the partner/s.

Progress Review

Whether there are equity concerns at the development stage or not, CIFF will follow up with the partner at progress review to understand progress on equity and identify a plan to implement any course corrections.

Final Reporting

Final programme reporting from the partner should identify progress on equity, showing overall performance, and, if course corrections took place, how successful they were.

Equity concerns at the development stage will not lead to halting the investment. However, if concerns are severe (red rating), and there are other concerns beyond equity, the investment will need to be revised before final approval.

This is in addition to regular monitoring updates from the partner, where ongoing data on progress can be shared.

Guidance on CIFF's equity components

Section contents:

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1.
Identifying and reaching the most in need populations

To promote equity and reduce equity gaps, CIFF's investments need to target and support the most in need populations. This can be challenging, as marginalised populations are often harder to reach, with limited access to services and facilities. This means we need to take time at the design stage to research context, identify those most in need, ensure we are able to reach them, and design with their needs in mind.

Identifying the most in need populations

This requires looking beyond the national and individual level, to considering who within populations is most in need, where specifically they are located, and what their needs are. For instance, if a programme aims to improve child health in the poorest communities but has not identified where the poorest communities are within a country (e.g., at sub-national level), then there is no guarantee that the poorest will be reached.

Identifying the most in need requires a thorough assessment of context and using data, both hard data and other sources, to understand populations and their needs. CIFF and/or our partners can do this by using relevant datasets and tools such as the DHS surveys, location data, and the Power Cube, as well as leveraging knowledge capital in communities e.g., through feedback gathering exercises.

Things to consider when seeking to reach the most in need

- What barriers might stop individuals accessing our service?
- Consider the populations' specific needs, for instance, do they have access to services and facilities nearby, technology, and/or financial resources? Are they living with disabilities that may impact their ability to access services?
- When recruiting participants, how can we ensure those most in need hear about our programme?
- Where are our identified population getting their information?
- Do we need to visit homes in the community and speak to people in person, or hold community events?

Designing appropriately

Consider whether the investment has been designed appropriately for the target populations' needs. For example:
- If the investment is serving women in poor, rural, communities and you are proposing using Smart Phone Apps, is this appropriate?
- If the investment is serving young people in poverty, and is promoting buying condoms, is this appropriate given the target populations lack of financial resources?
- If the investment is aimed at children with disabilities, has it considered all their access needs, and has it considered any cultural or social barriers that may inhibit participation?

2.

Addressing Intersectionality

To ensure CIFF's investments reduce equity gaps, we need to be targeting and supporting the most marginalised populations. This means considering how different forms of marginalisation intersect, and indicating how we will address this through our investments.

Intersectionality: "when different forms of discrimination (e.g. racism and sexism) combine, overlap, or intersect." *(Crenshaw, 1989)*

This can manifest in marginalisation or privilege. For instance, a young black girl may experience discrimination based on the intersection of race, age, and gender, and a white, middle-aged, man may experience privilege based on the same combination of factors.

As a children-focused organisation, CIFF inherently recognises the impact of intersectional marginalisation related to age, and already works to address intersectional issues, for instance, in terms of:
• Age, gender, and income
• Age, income and geographical location. This can apply to individuals on low income from marginalised locations (e.g., CIFF has started a new focus on priority countries and sub-national regions that require the most support), or inequity at the institutional level.

Other areas CIFF could expand on include, working on intersections of age and tribe, religion, ethnicity, race, disability status, and sexuality. We recognise that it is not possible to address all intersectional discriminations in one investment/strategy, but at the very least it should not perpetuate harm.

"There is no such thing as a single-issue struggle because we do not lead single-issue lives" – Audre Lorde

3.
Collecting disaggregated data

Once the most in need populations have been identified, and we have considered how best to reach them, it is important to ensure the investment will collect disaggregated data on the communities we serve.

What is data disaggregation?
- Data disaggregation refers to breaking data down by detailed sub-categories, e.g., by gender, age, income etc.
- For instance, a children's health programme may collect data on the number of children reached overall, but disaggregated data would mean extending data collection to capture more information about the children, e.g., more than one age group, at least two genders, income level, tribal background etc.

Why is this important?
- Collecting disaggregated data allows us to know whether we are reaching the most in need.
- It tells us whether we have targeted interventions and enables us to understand whether our programmes are supporting marginalised populations.
- Disaggregated data also helps to provide evidence and learnings on the circumstances of the most in need and what works for improving equity, which can inform policy and programme design.

What are we aiming for
- Our aim is for investments to standardise data disaggregation. This means ensuring an investment is, **at minimum, collecting data by at least two genders, two age groups, income level, geographic location,** and where possible, disability status, race, ethnicity, migratory status, and other characteristics relevant in national contexts (e.g., tribe).
- Data disaggregation also applies when working with organisations. We aim to consider whether it is possible to record details about the organisations we work with including, their wealth, location of their headquarters, and where possible demographics (gender, age, income, race etc) of their Board members and leadership.
- We aim to ensure that data disaggregation is embedded, for instance, in an investment's monitoring and evaluation framework and Cascade to Impact.
- We aim to check on data collection throughout the investment cycle to make sure data on the communities we work with is being disaggregated, and to ensure that it is done appropriately (e.g., not causing harm to populations).

4.

Equity outcomes and indicators

Our approach to integrating equity outcomes and indicators builds on CIFF's equity framework, which considers equity in relation to individual, systemic, informal and formal change, with a focus on agency, norms, structures and (access to and control over) resources. *Examples of outcomes and indicators from CIFF's investments can be found on the next slide.*

What do we expect of our investments?
- We expect, at minimum, for investments to include outcomes and indicators relating to at least one of the following areas: agency, resources, norms, and/or structures.
- For an investment to be considered exceeding on equity, it needs to cover at least two areas.

How can we do this?
- Consider how our investment could contribute to promoting equity and reducing equity gaps.
- Work together (CIFF and partners) to ensure equity outcomes and indicators are included in the monitoring and evaluation framework and Cascade to Impact.
- Share regular updates throughout the investment cycle, in particular at the progress review stage, on progress towards equity outcomes and indicators and identify areas for course correction if needed.

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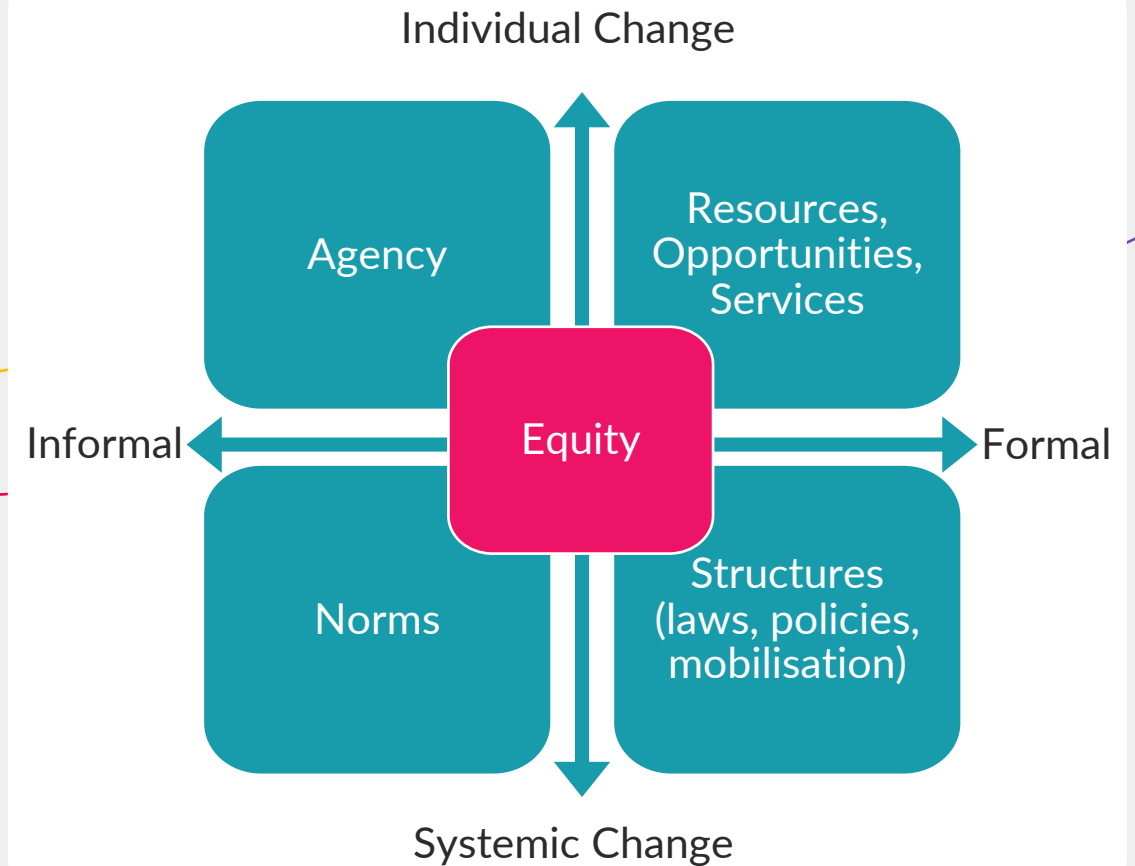
4.
Equity outcomes and indicators continued

These are some examples of how equity outcomes and indicators have been incorporated into CIFF's investments. These have been split by CIFF portfolio theme.

SRHR

Resources:
- Outcome: Accelerate a transition towards equitable sector provision (of SRHR)

Indicators:
- # of rural women and girls reached with SRHR services
- % of women and girls reached who live in multidimensional poverty

Equity target for the investment budget:
- at least 15% of the core support budget (to partner) will be allocated to working with local partners

Girl Capital

Norms:
- Indicator: % change in behaviour of mothers to support their daughters getting married late/delaying childbirth.

Climate focused example

Structures:
- Indicator:% of partners led by and rooted in lower- and middle-income countries
- Outcome: "an inclusive and just rural transition for all"

Resources:
- Indicator: % of jobs created from climate actions in target cities going to target population groups (incl. youth and marginalised populations). *(More information is needed to assess the measurability of this indicator)*

Child Health

Indicator:
- Supporting women's agency and empowerment - "% mothers of children under 5 using MUAC tapes" (thereby becoming the focal point for scaling up community management of acute malnutrition).

5.
Moving towards more equitable budgeting

The way budgets are allocated can provide a clear assessment of how equitable an investments is. Below are three guiding steps we propose when developing budgets, whilst recognising that change of this kind can take time:
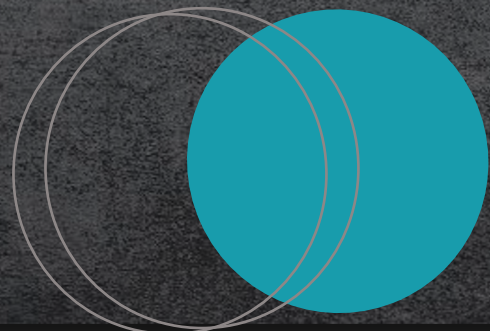
1. **Consider the following questions when developing a budget**
- What steps have been taken to ensure that the proposed budget does not cause disproportionate harm to any groups, or perpetuate existing inequities? *E.g. consider whether providing a compensation package for a western ex-patriate, that gives them a higher standard of living than their local counterpart, is appropriate, and whether this could widen equity gaps.*
- How much of the budget is going to organisations and individuals based in UMHICs vs local, LMICs?
- How much of the budget is going to individuals from, and organisations led by, marginalised groups? *E.g. women-led, trans-led, person of colour led, people with disabilities' led*
- Will funding a specific partners inadvertently increase equity gaps? *E.g. funding individuals or organisations from UMHICs, or funding male dominated organisations, or cisgender dominated organisations, or only working with well resourced organisations, may increase equity gaps.*
- Consider the level of funding for consultants and staff salaries, does the budget allocate more funding for the salaries of those with western experience vs. those with experience locally/in LMICs? *E.g. consider where there are two staff members/consultants working on the same project, based in the same country, but one has experience in the West and one has experience locally in LMICs, are their salaries benchmarked at the same rate?*

2. Make sure the budget is broken down as much as possible, to show exact details of where funding is being allocated.

3. Aim to ensure that the final budget is transparent about:
- % budget allocated towards local partners (this includes direct partners and sub-contracted partners)
- % budget allocated towards organisations led by marginalised groups
- % support costs going to organisations in LMICs vs. UMHICs
- $ amount being paid to support expat living costs (include breakdown of budget supporting expats, including whether budget is being allocated for accommodation, health insurance, security, food, flights, schooling, etc.)
- $ budget being spent on day rates for consultants/staff with western vs. local experience

It is important to consider whether the amount we are spending on organisations and staff in UMHICs, and with Western experience, vs. in LMICs, and with local experience, is justified. We should aim to hire local staff, and in cases where this is not feasible, provide clear evidence and justifications as to why this is not being done. The value judgement currently will be qualitative, as there are no official benchmarks at CIFF regarding this, though it is expected that we may be able to develop quantitative benchmarks over time.

6.

Incorporating feedback from, and sharing learnings with, the communities we serve

Where possible, we need to ensure that investments are informed by the communities and individuals they intend to serve, from design stage to closure.

We understand that implementing this may require a change in practices and will take time. We are also aware that this is easier to implement on a smaller scale, and larger scale implementation requires additional planning. CIFF are keen to work collaboratively with partners help navigate potential challenges.

Minimum expectations
An ideal standard would be having communities themselves design, deliver and monitor programmes, however, we understand this is not always possible, especially in resource limited set ups. At minimum, we expect partners to collect data from target populations (including marginalised groups) and use this data to inform implementation.
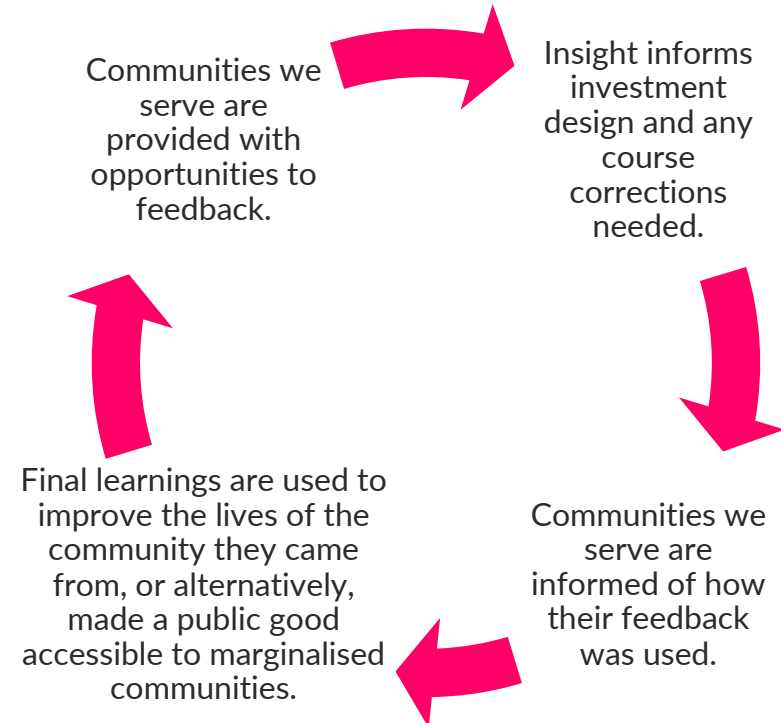
Feedback from the communities we work with
This may take the form of a feedback loop, where the communities we serve are given regular opportunities to feedback on the investment and the partner and CIFF regularly feedback to those communities on how their insights are being used to inform the investment and/or future work. For instance, by sending out regular check-in surveys, or by holding action learning discussion workshops, and using the learning to inform course correction. This can take place as part of the programme set up and management, and/or as part of an evaluation. When possible, remuneration of communities should be factored in to compensate them for their inputs.

Sharing learnings
Another key factor to consider is the plan for disseminating learning from an investment. It is important that any learning gained through an investment is shared back to the community where the learning came from. Investments should also seek to ensure learnings are made a public good accessible to marginalised communities.

Example Feedback Loop

Communities we serve are provided with opportunities to feedback.

Insight informs investment design and any course corrections needed.

Communities we serve are informed of how their feedback was used.

Final learnings are used to improve the lives of the community they came from, or alternatively, made a public good accessible to marginalised communities.

6.

continued: Meaningful Adolescent and Youth Engagement (MAYE)

As a children- and youth-focused funder, CIFF believes in partnering with young people not just as recipients of, and participants in, programmes but also as agents of change.

Good practice examples of MAYE in investment / strategy design

- Intentionally and proactively engage with youth representatives from the most marginalised communities, thinking through any specific needs they may have / barriers to engagement they may need assistance to overcome.
- Leveraging youth and young feminist actors into internal/external decision-making boards, advisory committees, and policy roles.
- Incorporating insights from youth and young feminists in the development of strategies, e.g., through the establishing of youth advisory panels.
- Providing opportunities for youth-led coalitions and young feminists to make a contribution in policy design and to convey their views to policy-makers in the SRHR, Girl Capital and Climate spaces.
- Centring the needs of young people in programmes by placing their self-identified goals as an entry point for programme design.
- Investing in building the M&E capacity of youth organisations and helping them build the evidence on impact of their work.
- Investing in transformative, participatory, and grassroots M&E practices.
- Funding opportunities for connections within young movements across sectors, geographies, and types of activities.
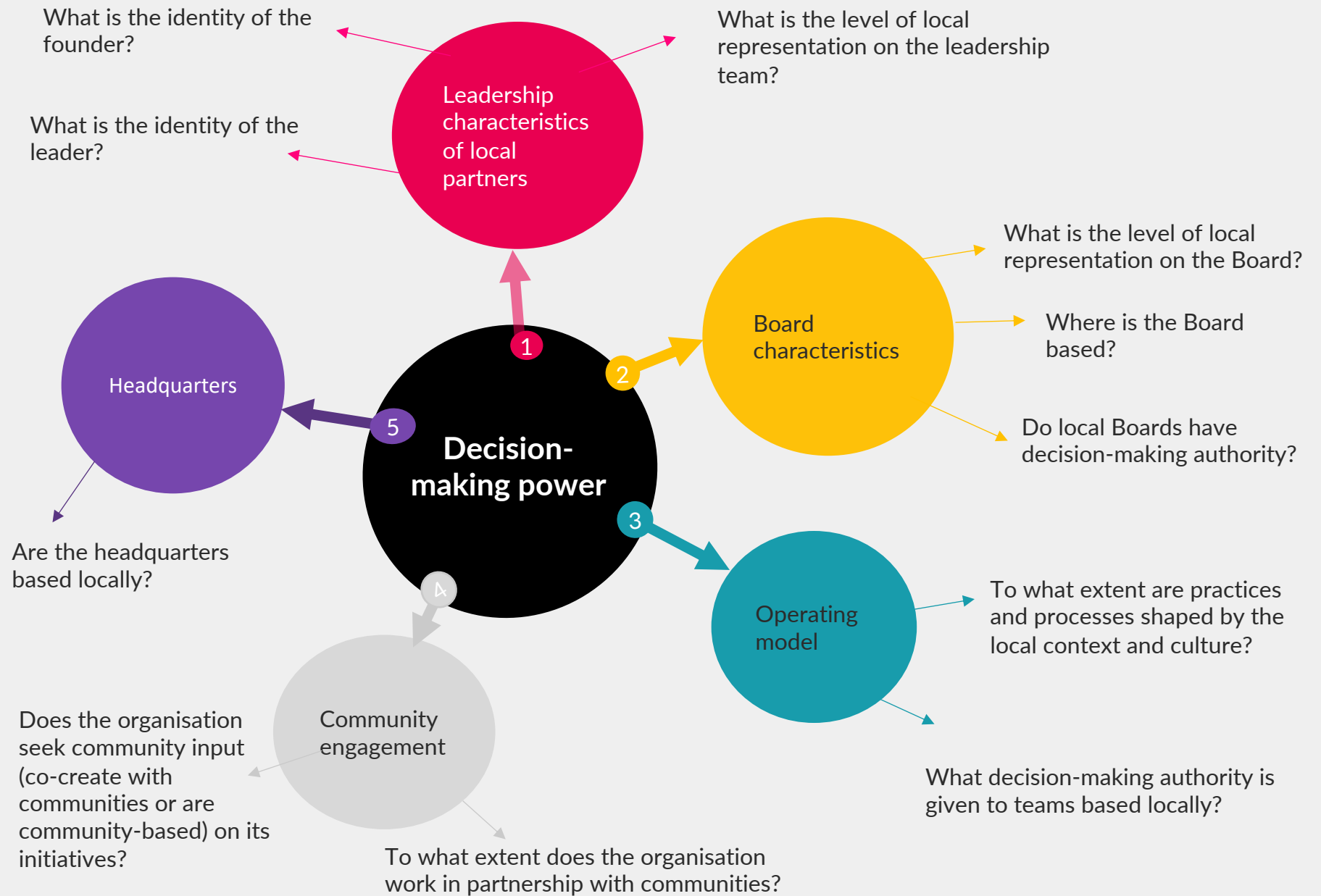
Common Challenges

Common challenges in ensuring youth engagement is meaningful including tokenistic engagement (e.g., engaging youth too late or ad hoc, not remunerating them, not enabling them to consult with a broader, diverse cohort of youth) and engaging with youth who are not representative of the intended community (e.g., more educated, wealthy, Anglophone, urban).

"
Meaningful adolescent and youth engagement as a concept recognizes and changes the power structures that prevent young people from being considered experts regarding their own needs and priorities, while also building their leadership capacities.
– WHO *Global Consensus Statement on Meaningful Adolescent and Youth Engagement*, endorsed by CIFF
"

**CIFF is currently revising its existing Meaningful Adolescent and Youth Engagement principles. These will be integrated in full into the Equity Toolkit in due course. For more information please contact Alice Chilcott, achilcott@ciff.org.

7.

Localisation and decision-making power

Localisation means bringing funding and decision-making closer to communities programmes served. The African Philanthropy Forum and The Bridgespan Group have provided useful guidance for promoting localisation, which we can use to consider where decision-making power lies within the organisations we are partnering with.

What is the identity of the founder?

What is the level of local representation on the leadership team?

What is the identity of the leader?

Leadership characteristics of local partners

Decision-making power

Board characteristics

What is the level of local representation on the Board?

Where is the Board based?

Do local Boards have decision-making authority?

Headquarters

Are the headquarters based locally?

Operating model

To what extent are practices and processes shaped by the local context and culture?

What decision-making authority is given to teams based locally?

Community engagement

Does the organisation seek community input (co-create with communities or are community-based) on its initiatives?

To what extent does the organisation work in partnership with communities?

Please note CIFF is currently undertaking a review of its localisation approach and this slide will be reviewed and updated as part of that process.

Links to more information and Feedback Survey

For more information related to what is happening on equity in the wider sector, and practical tools for equitable evaluation and research, please see links below, or speak to your relevant CIFF Programme Manager.

- What are others doing?
- Equitable Research and Evaluation Tools

Glossary of terms

Access – referring to people's ability to access services and facilities (e.g. health care), where some may be more disadvantaged than others due to unfair distribution of resources and identity factors (such as geography and race).

Agency - refers to the capacity of individuals to take purposeful action and pursue goals, free from the threat of violence or retribution. The core elements of agency include decision-making, leadership, and collective action." – BMFG Empowerment Model

Anti-Racism -According to the NAC International Perspectives: Women and Global Solidarity, anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices, as well as attitudes, so that power is redistributed and shared equitably.

Data disaggregation – breaking data down by detailed sub-categories. E.g. aggregated data collection might record the number of individuals reached overall, while disaggregated data would break down data to record e.g. income, gender, and age.

Equality - evenly distributed access to resources and opportunity necessary for a safe and healthy life; uniform distribution of access to ensure fairness – Kranich

Equity - an approach that recognises that each individual may require different support or opportunities to enjoy equal status, and acknowledges systemic inequalities. This involves treating each individual according to his or her needs.

Intersectionality - a framework for understanding how different aspects of a person's social and political identities (e.g., gender, race, sexuality.) combine to create unique modes of discrimination and privilege.

Justice –transforming systems to reduce equity gaps, and offering equal access to tools and opportunities.

Localisation - bringing funding and decision-making closer to those using services.

Low and middle income countries (LMICs) - Countries which are defined as low-income economies ($1,005 or less GNI per capita) or as lower-middle-income economies ($1,006 to $3,955 GNI per capita) - The World Bank Group

Upper-middle and high income countries (UMHICs) - upper middle-income economies are those with a GNI per capita between $4,096 and $12,695; high-income economies are those with a GNI per capita of $12,696 or more. - The World Bank Group

Marginalisation - describes both a process, and a condition, that prevents individuals or groups from full participation in social, economic and political life.

Norms - "the implicit and informal rules that most people accept and follow. They are influenced by our beliefs, economic circumstances and sometimes by the rewards and sanctions we might expect by adhering to or disobeying them. Norms are embedded in formal and informal institutions and produced and reproduced through societal interactions. They change when enough of us choose, or are compelled, to act in a different way, creating a new norm." – ALIGN platform.

Privilege - power and advantages benefiting a group derived from the historical oppression and exploitation of other groups. – University of Maryland

Resources - tangible and intangible capital and sources of power that individuals have, own, or use individually or collectively in exercising agency. Key resources include bodily integrity (health, safety, and security), critical consciousness, and assets." – BMFG

Structural inequity - a system where prevailing social institutions offer an unfair or prejudicial distinction between different segments of the population in a specific society. Such an unfair distinction is rooted in social practices, laws and regulations, as well as in government policies and politics, which may eventually cause consequences in terms of access to equal or fair opportunity in socio-political and economic atmosphere" (e.g. this could unequal access to health care). – Artic Centre

Glossary of markers of identity
Please note this is not an exhaustive list, but covers some of the key identify factors relevant to our work.

Age - the length of time that a person has lived or a thing has existed. Also relating to ageism – discrimination against individuals because of their age.

Cisgender – a person whose gender identity matches their sex assigned at birth.

Disability - physical or mental impairment, the perception of a physical or mental impairment, or a history of having had a physical or mental impairment that substantially limits one or more major life activities. (The Department of Justice)

Ethnicity - a social construct which divides people into smaller social groups based on characteristics such as values, behavioural patterns, language, political and economic interests, history, and ancestral geographical base. (Adams, Bell and Griffin)

Gender - the socially constructed ideas about behaviour, actions, and roles a particular sex performs.

Gender Identity - a personal conception of one's own gender; often in relation to a gender opposition between masculinity and femininity. Gender expression is how people externally communicate or perform their gender identity to others.

Geographical equity – considering where marginalised populations are located, and equity issues that relate to location. E.g. urban concentration of younger groups, restricted access to services in rural settings, concentration of poorer communities in sub-national territories, and/or geographically focused climate impacts.

Race - a social construct that artificially divides people into distinct groups based on characteristics such as physical appearance, ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the political needs of a society at a given period of time. (Adams, Bell and Griffin)

Religious identity - religious identity is defined as a process in which individuals explore and commit to a set of religious beliefs and/or practices (Griffith&Griggs, 2001).

Sex - system of classification based on biological and physical differences, such as primary and secondary sexual characteristics. Differentiated from gender, which is based on the social construction and expectations of the categories "men" and "women." (University of Maryland)

Sexual orientation - the direction of one's sexual attraction toward the same gender, opposite gender, or other genders. It is on a continuum and not necessarily a set of absolute categories. (UC Berkeley Initiative for Equity, Inclusion, and Diversity)

Socioeconomic status - is the social standing or class of an individual or group. It is often measured as a combination of education, income and occupation. Examinations of socioeconomic status often reveal inequities in access to resources, plus issues related to privilege, power and control.

Transgender or trans – an umbrella term including those who identify as transgender, non-binary, gender nonconforming, or other terms indicating a sense of one's own gender which differs from one's assigned sex at birth.

Tribe - a social division in a traditional society consisting of families or communities linked by social, economic, religious, or blood ties, with a common culture and dialect.

Underserved – Groups that have limited or no access to resources or that are otherwise disenfranchised

Vulnerable – those facing 'the threat of future poverty', which is related to both '(a) the likelihood of suffering poverty in the future, and (b) the severity of poverty in such a case' (Calvo and Dercon 2005: 7)."

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