

Discussing your *Rate Your Organization* equity tool ratings with a large group

The RYO tool is intended to generate discussion. It can be used across organizations, but is intended as a prompt for discussion from people from within the same organization or unit. It is intended to contribute to processes of organizational change by (a) helping to set the stage for individual reflection and input, (b) assessing where the organization or unit is 'at' with respect to equity, and (c) supporting priority setting and action planning.

After each group member has completed their ratings individually (which takes about 10 minutes):

1. Each person should identify whether they would like to start with the first strategy, or another strategy and why (less than a minute from each person).
2. Aim for group consensus about the first strategy for discussion.
3. Each person *briefly* give their rating on the selected starting strategy (just a minute or so to state their rating and primary rationale).
4. As a group, consider the following questions:
 - What are the similarities among the group's ratings?
 - What are the differences, and what accounts for these differences?*
 - What does the group learn from hearing the range of ratings?
 - What are the implications for action?
5. After about 10 minutes, repeat with a second strategy, ensuring that each person has an opportunity to discuss their rating and rationale. Depending on the group, work through the strategies in order, OR focus on two or three strategies that are most relevant to your unit or organization.
6. A next step can be to gather this discussion into a SWOT (Strengths, Weaknesses, Opportunities and Threats) format or SOAR (Strengths, Opportunities, Aspirations and Results) format (See the example SOAR and SWOT tools)

Additional resources to support equity-oriented health care can be found on the EQUIP Health Care website: <https://equiphealthcare.ca/resources/toolkit/>

*Differences are very helpful to surface. They often arise from different experiences and perspectives, which brings useful diversity to the discussion; at times each individual is thinking about a different level of their organization or unit, again contributing important diversity.