



Equitable Research Partnerships Toolkit

Tool 3: Multiple Perspectives on Equity

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Multiple Perspectives on Equity is a tool that encourages participants to put themselves in different shoes and think about various stakeholders' perspectives on equity, or equity related issues, in a research partnership. The intention is to foster thinking about what equity means and what it might 'look like' within a particular research partnership. It also asks participants to consider how various practices might contribute to, or detract from equity, from different vantage points.

Why use the Multiple Perspectives on Equity tool?

Use the Multiple Perspectives on Equity activity to develop shared understandings, and increase awareness, of the range of understandings of equity.

This tool addresses equity by:

1. Encouraging research stakeholders from the Global North to think about equity from the perspectives on research stakeholders from the Global South, and vice versa.
2. Developing understanding and awareness of the equity implications of different ways of doing research.

When to use the Multiple Perspectives on Equity tool?

Phase	Rating	Descriptions
Planning	•••	Developing a shared understanding of equity and how different practices might influence equity within a research partnership in the planning stage is ideal.
Implementing	•••	The Multiple Perspective tool can be used to explore different perspectives on equity related issues in the implementing stage.
Disseminating	•••	The Multiple Perspective tool can be used to explore different perspectives on equity related issues in the disseminating stage.



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Sustaining ●● The Multiple Perspective tool can be used to explore different perspectives on equity related issues in the sustaining stage.

Ratings

●●● Designed for this stage | ●● Can be used as is in this stage | ● Can be adapted for use in this stage

How long does it take to use the Multiple Perspectives on Equity tool?

Rapid approach

- When time and funding is minimal, complete the Multiple Perspectives on Equity activity rapidly, by asking each participant to speak from only one stakeholder perspective. This approach could be achieved in around 30 minutes.

Intensive approach

- The Multiple Perspectives on Equity activity would ideally be implemented with time for each participant to think and speak from the perspective of multiple stakeholders. This approach, described below, would take one to two hours per question, topic or problem.

What other resources do you need to use the Multiple Perspectives on Equity tool?

- Stakeholder cards - use the [Stakeholder Cards Template](#), [Common Research Partnership Stakeholder Cards](#) or make your own cards.
- A physical or virtual meeting space
- A facilitator

How to use the Multiple Perspectives on Equity tool?

1. The activity is designed to be implemented by one of more groups of six to eight people. Split larger groups into multiple smaller groups (using breakout rooms for virtual implementation).



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2. Display the question, topic or problem that you wish to explore different stakeholders' perspectives on, so that all participants can see it. For example, write the questions/topic on a sheet of paper or white board (face-to-face implementation) or type into the chat function (virtual implementation).
3. Decide which stakeholders' perspectives you want to explore and prepare stakeholder cards.
 - Ask participants to suggest stakeholders and write them on the [Stakeholder Cards template](#) OR
 - Use [Common Research Stakeholder cards](#).
4. Give each participant a stakeholder card and a few minutes to think about how this stakeholder might view the question, topic or problem.
 - For virtual implementation, display the stakeholder cards using the screen share function. Ask each participant to choose a stakeholder and then change their meeting name to the stakeholder label.
5. Ask each participant to speak for a minute or two, from their stakeholder's perspective, sharing their stakeholder's (a) opinion, (b) ideas for acting within the partnership and (c) equity implications. They may begin their contributions by saying, "From my perspective as a [Stakeholder name]" ...
 - You may wish to have a notetaker document the opinions, ideas, and equity implications as they are presented.
6. When each participant has spoken, redistribute all the stakeholder cards, so that each participant gets a new card and an opportunity to think from another perspective.
7. Repeat step five to six above until you have exhausted the cards or available time. Ideally, each participant would have the opportunity to think and speak from at least three different stakeholder perspectives.
8. Discuss the implications of the different perspectives, including what actions could/should be taken to address inequities identified through the activity.
9. Document actions that will be taken and who will be responsible for their implementation.



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Suggested questions, topics and challenges to explore when using the Multiple Perspectives on Equity tool

- Meaning of equity:
 - What is equity?
 - What would equity look like in this partnership?
 - What could be done to improve equity in this partnership?
- Equity of different methodological choices, such as:
 - Methodology (e.g. experimental, observational)
 - Sampling approach
 - Data collection methods and tools
 - Research instruments
- Equity of different research ethics choices:
 - Providing research participant reimbursements and/or tokens of appreciation
 - Obtaining written informed consent
- Equity in relation to research outputs:
 - Producing outputs targeted to community members and policy makers
 - Authorship on peer-reviewed publications
 - Data ownership and sharing

Tips for using the Multiple Perspectives on Equity tool

- Ensure participants think and speak from the perspective of other stakeholders, not from their own perspective.
- Encourage participants not to pass their turn. If they have difficulty thinking from the perspective of their stakeholder, encourage them to consider questions such as:
 - What does this stakeholder see about the topic that other stakeholders do not?
 - What is unique about this stakeholder's understanding of the topic?
 - What data or knowledge is this stakeholder's understanding of the problem based upon?
- This tool could also be used to think about other issues that influence equity in a research partnership, such as how the study should be designed, or what the impact of the study should be.



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Expected outputs and outcomes from using the Multiple Perspectives on Equity tool

Outputs

- The proceedings of the Multiple Perspective on Equity activity could be documented by a notetaker.

Outcomes

- Increased awareness of the different meanings and actions people associate with equity.
- Increased understanding of how other members of a research partnership might think about equity.

Completed example of the Multiple Perspectives on Equity tool

Download the [Multiple Perspectives on Equity completed example](#).

The completed example details perspectives of eight common research partnership stakeholders. They discussed the equity implications of different methodological approaches for a study to inform water, sanitation and hygiene interventions in a Globally Southern community. The example highlights how methodological choices have equity implications for research and non-research stakeholders. This includes policy makers, who are expected to utilise research evidence, and community members who experience water, sanitation and hygiene problems.

References and further reading for the Multiple Perspectives on Equity tool

This tool is adapted from the Wheel of Multiple Perspective activity in Brouwer, Herman, Jan Brouwers, Minu Hemmati, Femke Gordijn, Riti Herman Mostert, and JL Mulkerrins, 2017. 'The MSP Tool Guide: Sixty tools to facilitate multi-stakeholder partnerships: companion to The MSP Guide.' Available from: <https://www.wur.nl/en/Publication-details.htm?publicationId=publication-way-353135353036>