



# Advancing Equity through Technical Assistance



Abt's mission is to **improve the quality of life and economic well-being of people worldwide.**

To achieve the goal of equitable impact across our work, Abt advances principles and practices in our work that consider the intersectionality of a variety of equity issues. They include racism, misogyny, heterosexism and homo- and transphobia, ableism, and other dimensions of systemic and institutional injustice. [Learn more about Abt's Gender Equality and Social Inclusion work.](#)

A large part of our work includes bringing data-driven, solutions-oriented technical assistance (TA) to our partnerships with governments, organizations, and communities. Together, we use proven collaborative methods and tools to cocreate capacity to achieve sustainable and equitable outcomes.

## Principles Guiding Abt's Technical Assistance

### Centered in Equity

Abt grounds our TA approach in equity by understanding and addressing historic and systemic inequities. Our goals: to cocreate innovative, transformative systems with key partners, asking at every phase: "Are we being inclusive enough?"

### Responsive and Respectful

Abt aims to be highly responsive and respectful as we work with multiple key partners to build capacity toward change. Our AbtWay for TA rests on a foundation of relationships and trust and elevates the voices of impacted peoples' and communities' lived expertise. In identifying key partners, we are careful to include everyone impacted.

### Relevant

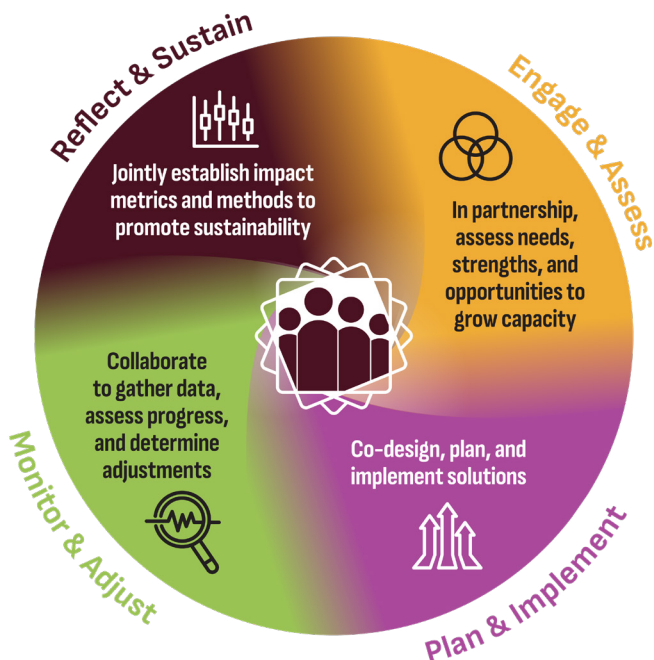
Abt brings extensive subject matter, capacity building, implementation, and data analytics expertise, which enables us to tailor relevant TA to unique needs and solve the problems at hand.

### Results-Oriented

Abt uses state-of-the-art approaches to co-design and deliver high-quality, results-oriented TA. In partnership with clients and communities, we intentionally track and assess progress to adapt our TA as needed to achieve desired outcomes.

## Abt's TA Approach

We build capacity with TA that encompasses four phases: engage and assess; plan and implement; monitor and adjust; evaluate and sustain. Across all efforts, equity becomes the lens through which we design, implement, and evaluate our work. We deliver TA alongside key partners with lived expertise and frontline expertise to advise on both challenges and solutions.



## Embedding Equity Across All Phases of TA

How we build capacity matters. Abt grounds equity in our TA approach in the following ways:



### Engage and Assess:

At the start of every TA experience, we engage with key partners to jointly determine goals and design assessment tools that align with gender, equality, and social inclusion principles. As we do so, we examine a set of questions to determine the extent to which we are engaging inclusively and intentionally. For example:

- Do assessment teams include members from all sectors of the community, organization, or institution that is the focus of the assessment?
- Does the assessment design consider the strengths and needs of the various subgroups in the population served by the projects?
- In addition to assessing strengths, needs, and opportunities in the initial assessment, have we explicitly examined and incorporated environmental and systemic inequities that affect processes and results?



### Plan and Implement:

In partnership with TA recipients, we establish goals to address both the capacity-building needs and the strengths and inequities identified in the assessment phase. Below are some key overarching equity-based considerations to guide this phase:

- To bring authentic and real-time insights, does the team include members with lived expertise?
- Have we examined historic, systemic inequities, cultural norms and strengths to provide context?
- Have we considered unintended consequences that could exacerbate inequities and explicitly negotiated with impacted communities and team members with lived expertise?
  - » Do plans favor those who are in the majority?
  - » Are times, locations, and other key logistics (e.g., childcare, translation, interpretation?) of TA events inclusive and supportive of the needs/capacities of all participants to fully and authentically participate?
  - » Are we providing the TA resources in a format that is accessible to the most marginalized key partners so they can meaningfully engage?



### Monitor and Adjust:

Throughout implementation, we collaborate to monitor progress and adjust plans accordingly. Below are some queries to determine how to incorporate equity throughout this phase:

- Have we established continuous feedback loops and used them to adjust TA as needed? Do they incorporate key partners and team members with lived experience and front-line expertise at all levels?
- Have we collected disaggregated quantitative data and qualitative data to understand TA outcomes across the diversity of community members?
- Have we collaborated with individuals with lived expertise to conduct ongoing assessments of internal and external systemic and institutional factors that reproduce or exacerbate inequities? Are there measures to assess the extent to which interventions mitigate or reduce inequities?



### Reflect and Sustain:

Abt integrates best practices so that individuals, organizations, and institutions can build upon, sustain, and scale up the work accomplished together.

- Are individuals from impacted communities involved in measuring and determining success and areas requiring improvement?
- Do measures include those that explicitly capture both equity outcomes and TA outcomes across the diversity of communities and key partners involved in the project?
- Are we sharing TA successes, findings, challenges, and limitations with all project participant groups, adjusting for learning and communication needs to ensure full and meaningful participation of marginalized partners?
- Do we share results in a way that recognizes the contributions of all key partners (e.g., *authorship decisions*)?

## Connect With an Abt Expert

### Eduardo Castellon

Vice President, Technical Assistance & Implementation Capability

[Eduardo.Castellon@abtglobal.com](mailto:Eduardo.Castellon@abtglobal.com) | (571) 550-1358

### Tara Reed, PsyD

Vice President, Equity Capability

[Tara.Reed@abtglobal.com](mailto:Tara.Reed@abtglobal.com) | (781) 434-8361

[abtglobal.com](https://abtglobal.com)



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