

Equity Framework

Equity is about making sure everyone is valued and has what they need to thrive.

Achieving equity begins with understanding the factors that can leave some Queenslanders left out, doing without or hindered.

Together, we can build on existing efforts to create an equitable chance for all Queenslanders.

Why an Equity Framework

Inequities are unfair and avoidable. Shifting determinants will improve all types of inequities. A common framing and connected efforts can amplify impact and create systemic change.

A proactive equity approach in Queensland will help us to:



Understand differently –
recognise the dynamics and root causes of inequity



Intervene differently –
tackle root causes, act at multiple change levels and bring actions together



Work differently –
across sectors and systems, build relationships and embed the voice of lived experience

With an equity lens that challenges our thinking, it is possible to disrupt the cycles of disadvantage that interrupt individual, community and collective wellbeing.

Development of the Framework



Stage 1

BUILD EVIDENCE BASE –
understand drivers of inequities; stakeholder interviews and reviews of authoritative resources.



Stage 2

DEVELOPMENT –
test and learn; working iteratively with diverse perspectives to build understanding; Framework development.



Stage 3

RELEASE –
finalisation and publication of the Framework and supporting materials.



Acknowledgement

Health and Wellbeing Queensland respectfully acknowledges the Traditional Owners and Custodians of the lands across Queensland. We recognise Aboriginal and Torres Strait Islander peoples and cultures, as two distinctly different groups, that are part of the First Nations peoples of Australia. We pay our respects and acknowledge the important role of Elders, past and present, for they hold the memories, the traditions, cultures, and aspirations of Aboriginal and Torres Strait Islander peoples across Queensland.

Equity Framework

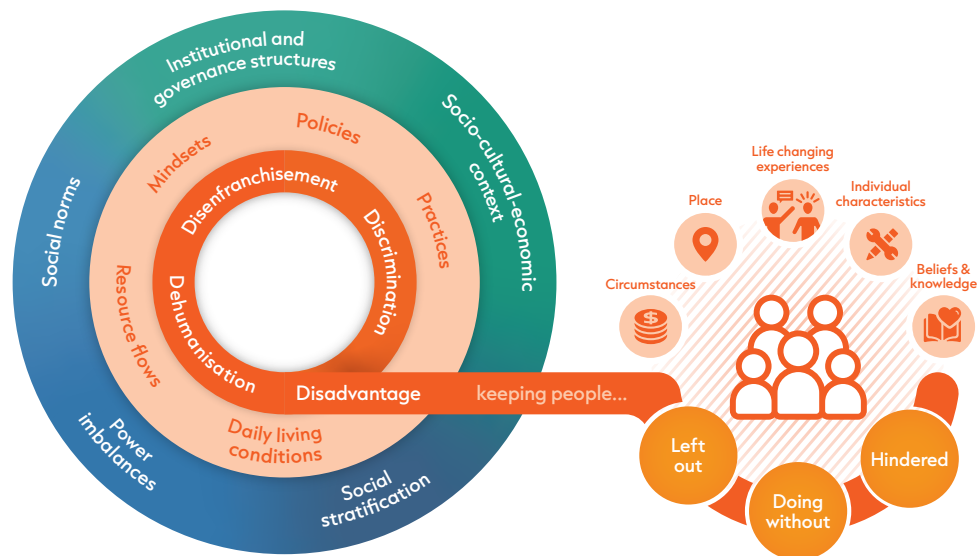
Some people in Queensland are left out, doing without or hindered. The below image (Part 1 of the Framework) depicts the system of equity in Queensland.

The underlying causes of inequity are represented in the outer ring. Things like:

- What is valued and believed
- Who was considered when designing policies, rules and services
- Whether everyone has what they need.

The second ring shows the products of the outer ring.

The Framework encourages us to act on inequity. If we don't act, this can lead to people experiencing the '4 Ds' of the inner ring, keeping them left out, doing without and hindered.



The upper five circles to the right are the circumstances, experiences and characteristics of an individual and family. This includes where they live and what they learn and what resources they have.

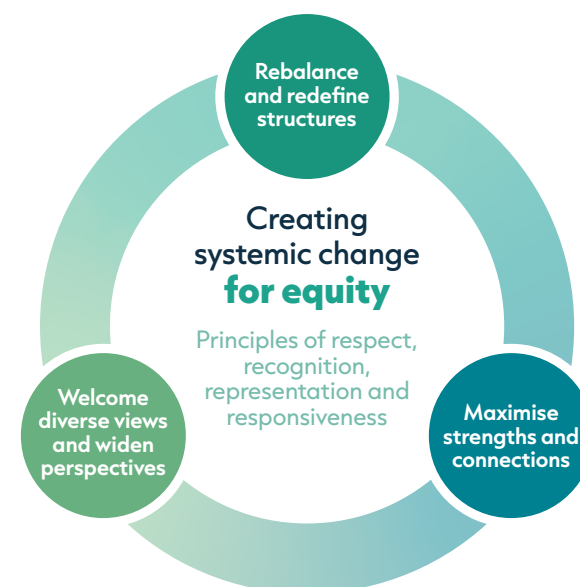
At the same time, these circumstances, experiences and characteristics feed back into society's beliefs, structures and processes (the outer and second ring), helping or hindering and starting the cycle again.

To make change happen, people, organisations, communities and government can:

- understand what shapes the way things are or could be
- act together to change underlying causes
- make small changes that could lead to a large shift
- always act with respect, recognition, representation and responsiveness.

Part two of the Framework shows how each action taken can aim to influence in multiple ways, and over time. We can:

- **Welcome diverse views and widen perspectives** – change how we perceive the world and value others
- **Maximise strengths and connections** – change how we show up, support and interact with each other
- **Rebalance and redefine structures** – change structures, policies and processes.



Part three of the Framework shows where focusing action can have ripple effects that bring about even more changes:

Enabling change conditions

Growing positive social impact

Acting together, thoughtfully

Doing policy, investment and services differently

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