

Designer

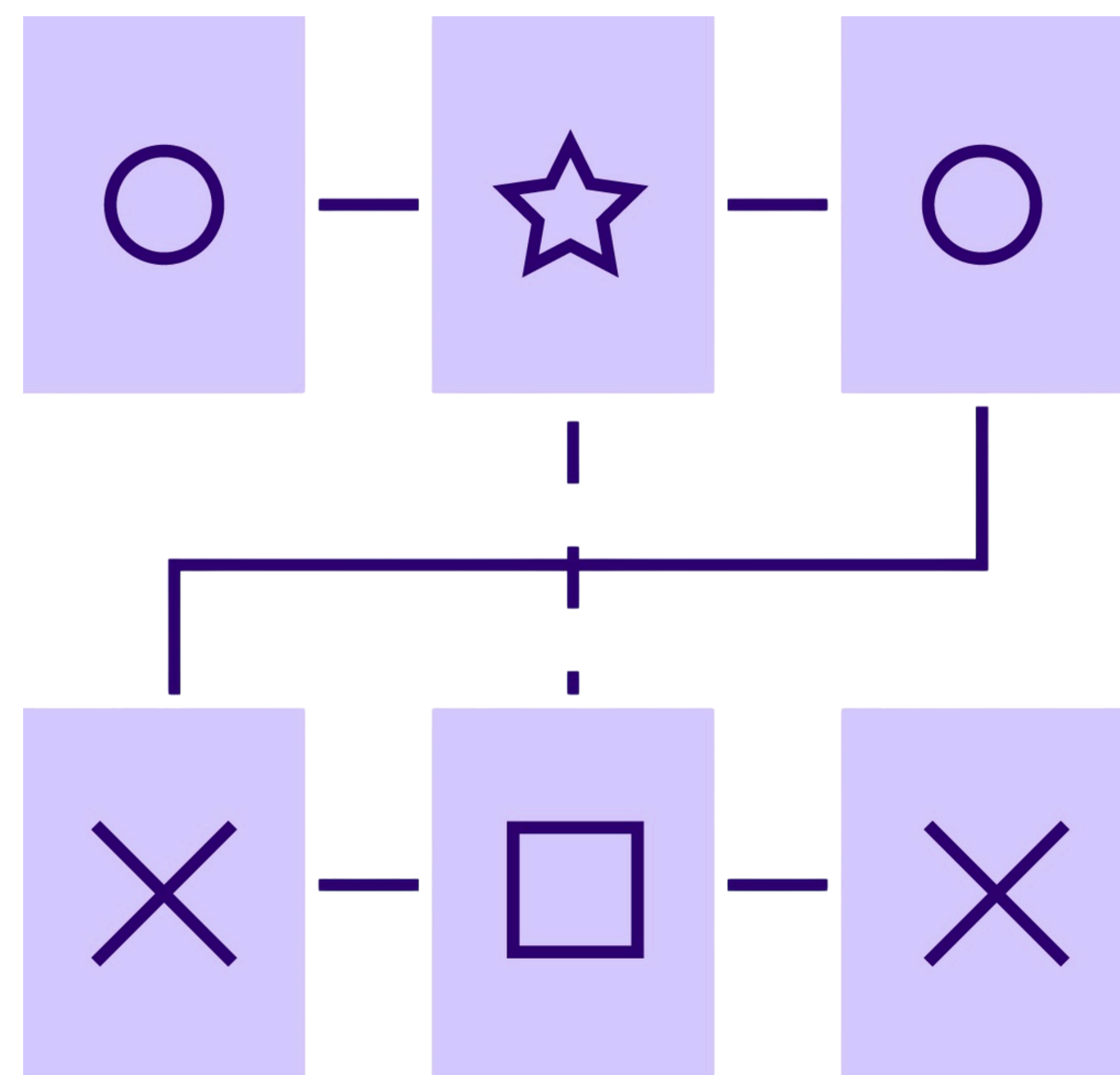
Developing interventions, strategy and services

The Designer designs and develops interventions, services, and strategies that are grounded in evidence, responsive to user needs, and capable of driving meaningful change through insight, iteration and collaboration.

Your equity focus is: Equitable change and co-creation.

Consider how to design and develop interventions, services, and campaigns that are grounded in lived experience, informed by evidence, and co-created with communities to drive equitable change and challenge systemic racism.

Reflect your where your methods sit on a spectrum from tokenistic consultation to meaningful co-production.



Key questions and prompts to consider

*Key questions in **bold**. Others may be deeper questions involving wider engagement across the team.*

What assumptions are you making about "service and/or intervention users", and where do these assumptions come from/what norms are they grounded in?

Whose lived experience and cultural knowledge is driving the design of this service or intervention, and whose is left out?

What power dynamics shape how decisions are made throughout the design process?

Who is the service or intervention for, and who gets to define that?

What is the existing evidence about inequities in access, uptake and outcomes of similar interventions?

How are diverse ways of knowing valued or neglected in different settings?

How are you involving people with lived experience throughout the process?

How might different elements of the design potentially widen inequity? What do you need to do to mitigate against this?

Does the intervention pathologise individuals, or address structural and systemic drivers of inequity?

Are you using tokenistic representation, or meaningful power-sharing with those impacted?

How adaptable is the intervention for different people or contexts? If it's not, why?

Is there meaningful learning and adaptation built into the process?

Some useful tools and resources

[Creative Reaction Lab Equity-Centred Design Framework](#)

[Design Justice Principles from the Design Justice Network](#)

[Embedding anti-racism into implementation sciences](#)

[Considering equity in Theory of Change development](#)

Co-design workshop templates (e.g from the Design Council or Service Design Tools)