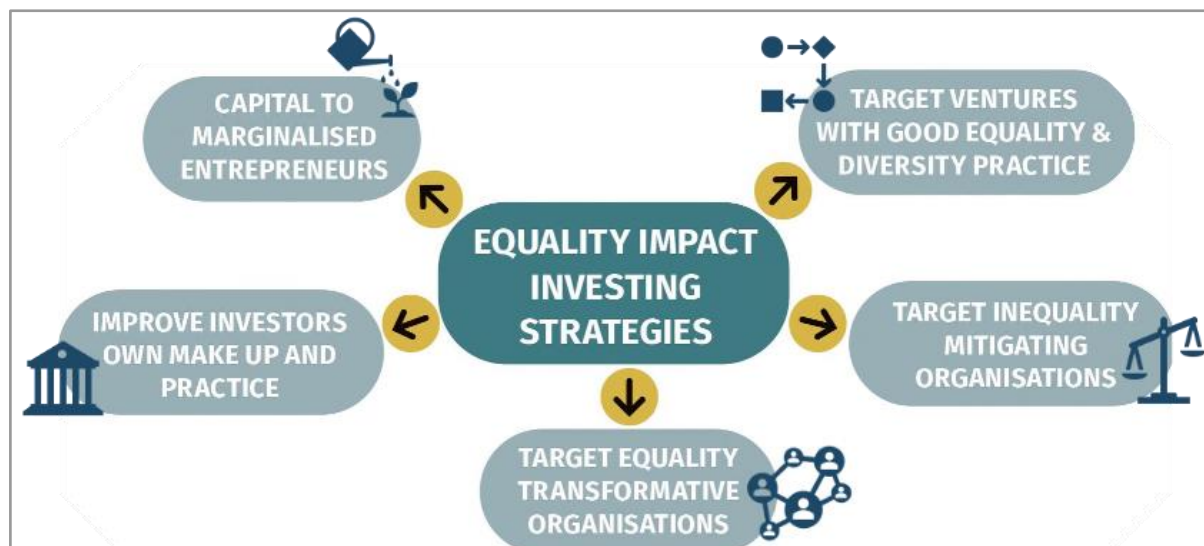


Core Module II: The Practice of Equality Impact Investing Worksheet



Step 1: Planning – What difference do you want to make?

- What inequality(s), including any structural inequalities, are you hoping to tackle?

Step 2: Planning – Power analysis¹

- How does power currently manifest itself in our investment fund and in our process?
 - Knowledge: What skills and experience are we valuing across investments? Are there skills and experience relating to equality that we are not valuing?
 - Access: Who currently has access to our capital and resources? Do we have bias on who we consider as 'worthy' to access capital and resources? Are we being accessible enough?
 - Decision-making: Who holds power across the decision-making processes and who does not? Are we representing a diverse group of people and people who are ultimately impacted by the investments?
 - Timing: Do we make decisions based on our own timeframe or our investees' timeframe? Do we have a sense of urgency in how we make investments?
 - Transparency: Are we being transparent about how we share information with different parties?
 - Risk sharing: Are we being fair in the way we distribute risks between ourselves and who we invest in? Have we taken into account the risks of inaction or not addressing inequality?
 - Alignment: Do we provide incentives for ourselves and our investees to achieve equality goals, and how they balance between impact and financial objectives?

Step 3: Planning - Investment thesis (fund level)

¹ From Criterion Institute [Process Metrics that Analyze Power Dynamics in Investing](#)

- If you are currently operating a fund already – where can you strengthen the focus on equality in your investment thesis?
- If you are currently working on a new fund, how has learning from your peers helped you think about the investment thesis?

Step 4: Planning – investment structuring (product level)

- If you are already offering specific products in your investment fund – do you think they are in line with the principles of EII? Why or why not?
- If you are coming up with new products, what can you take from these examples to innovate on products?

Step 5: Screening and mapping – sourcing investments

- How are you currently sourcing investments, and from whom? Can you be more open and transparent in how you source investments? Are there opportunities for partnerships with other investors and ecosystem players?

Step 6: Screening and mapping – screening, analysis, due diligence

- Do you currently review beneficiary and investee diversity as part of your investment due diligence and evaluation process?
- Would it be possible to use this as a positive screen to maintain balance in your portfolio?
- Can you conduct a high-level equality impact assessment of your potential investees – or at least to consider whether they have good equality practice, whether they are equality transformative or inequality mitigating?
- Can you think of benchmark data you can use to understand the context of equality within your potential investees?
- How can you adapt your due diligence process to be more equitable?

Step 7: Investment decision-making

- Who is on your Investment Committee?
- What are the decision-making criteria?
- Are there other ways of making decisions that you think will be more aligned with the EII principles?

Step 8: Investment deal-making and deal terms

- Is your deal-making and negotiation process in line with EII principles?
- Are your deal terms and the legal jargon unintentionally working against the spirit of equality?
- Can your deal terms be more explicit in driving equality goals?

Step 9: Monitoring and evaluation, impact management

- Are you collecting equality data and what are you using it for?
- Are you conducting equality impact assessment and do the metrics incorporate human rights considerations?
- Are you using the SDGs, including SDG 10, as part of setting and measuring your impact, including in your impact measurement framework?

- Are you publishing the data you collect publicly and back to your investees, not just to your investors?
- Can you co-produce metrics with your investees and encourage more equitable practice on evaluation among your investees as well?
- Can you partner with other investors to reduce burden on investees?