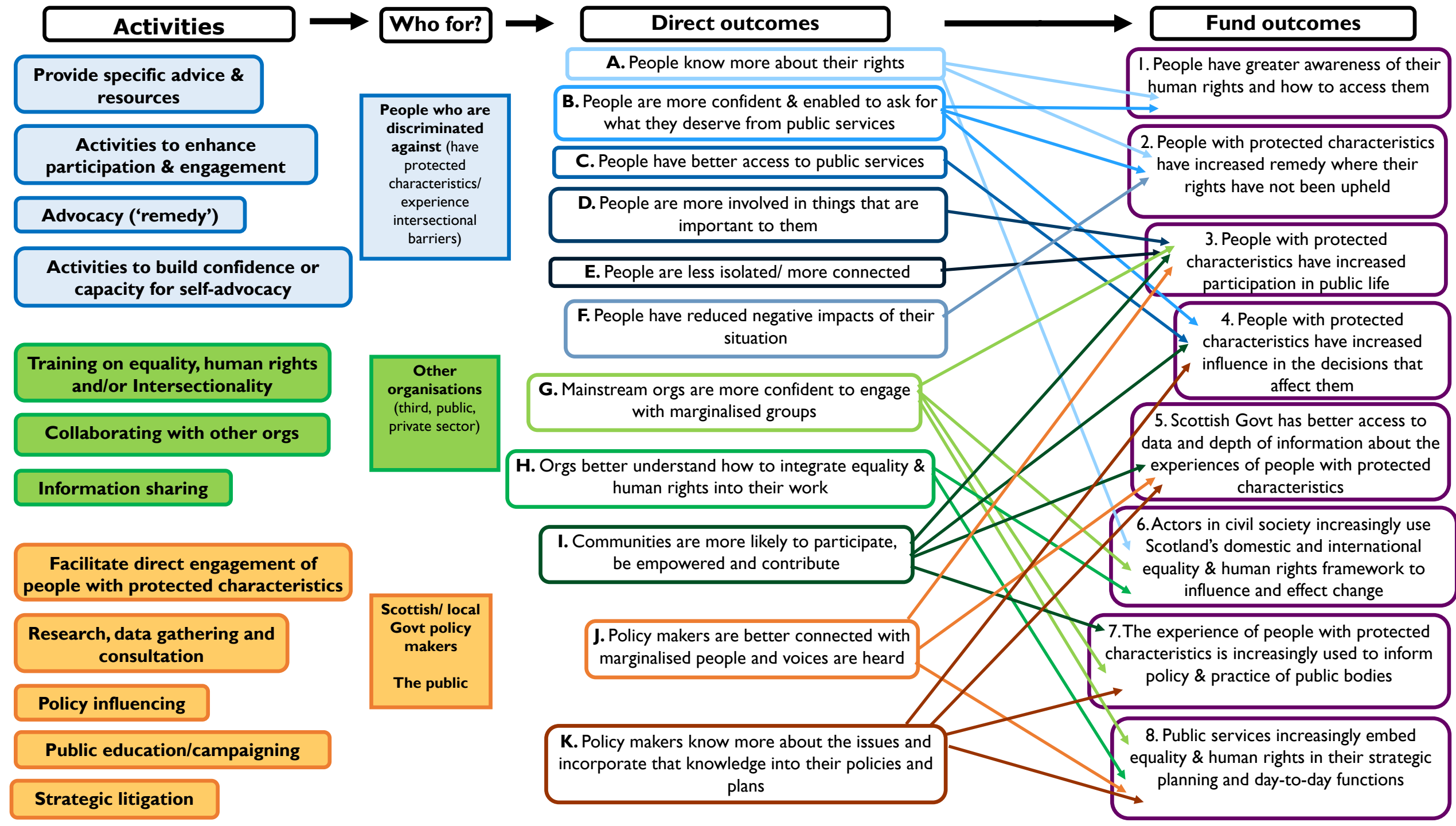


# Theory of Change

The slides below show the Equality & Human Rights Fund theory of change first in diagrammatical form and then in tabular form. This is the same information presented two ways.



Activities	Direct outcomes	Fund outcomes
<ul style="list-style-type: none"> <li>○ Provide specific advice &amp; resources</li> <li>○ Activities to enhance participation &amp; engagement</li> <li>○ Advocacy ('remedy')</li> <li>○ Activities to build confidence or capacity for self-advocacy</li> </ul>	A. People know more about their rights	1 2 6
	B. People are more confident to ask for what they deserve from public services	1 2 4
	C. People have better access to public services	4
	D. People are more involved in things that are important to them	3
	E. People are less isolated/ more connected	3
	F. People have reduced negative impacts of their situation	2
<ul style="list-style-type: none"> <li>○ Training on equality, human rights and/or Intersectionality</li> <li>○ Collaborating with other orgs</li> <li>○ Information sharing</li> </ul>	G. Mainstream orgs are more confident to engage with marginalised groups	3 6 7 8
	H. Organisations better understand how to integrate equality & human rights into their work	6 8
	I. Communities are more likely to be consulted and contribute	3 4 5 7
<ul style="list-style-type: none"> <li>○ Speaking on behalf of marginalised groups</li> <li>○ Research, data gathering and consultation</li> <li>○ Policy influencing</li> <li>○ Public education/campaigning</li> <li>○ Strategic litigation</li> </ul>	J. Policy makers are better connected with marginalised people and voices are heard	3 5 8
	K. Policy makers know more about the issues and incorporate that knowledge into their policies and plans	4 5 7 8

### Fund outcomes

1. People have greater awareness of their human rights and how to access them
2. People with protected characteristics have increased remedy where their rights have not been upheld
3. People with protected characteristics have increased participation in public life
4. People with protected characteristics have increased influence in the decisions that affect them
5. Scottish Govt has better access to data and depth of information about the experiences of people with protected characteristics.
6. Actors in civil society increasingly use Scotland's domestic and international equality & human rights framework to influence and effect change
7. The experience of people with protected characteristics is increasingly used to inform policy & practice of public bodies
8. Public services increasingly embed equality & human rights in their strategic planning and day-to-day functions