THE GENEVA LEARNING FOUNDATION

Certification specifications

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Programme: Certificate peer learning programme for equity in research and practice

Course: EQUITY-001 Equity matters: Introduction to Human Equity Action Reflection Transformation (HEART)

Type of course: Peer learning exercise

Period: 7-22 September 2025 **Learning time**: 25 hours

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Professional context

The programme brings together professionals from research, policy, and practice to analyze a specific equity challenge they face in their work. The goal is to move from individual experience to collective, practice-based evidence that can inform global health efforts.

Pedagogical approach

The exercise is grounded in a peer learning model that positions participants as knowledge creators who learn by applying established concepts to their own professional experience. The learning process is supported by foundational knowledge from a health equity primer, which provides a shared language and analytical tools, including definitions of health equity, equality, social determinants of health, intersectionality, and relevant frameworks.

Pedagogical structure

Certification is earned by completing a rigorous, structured, 16-day learning journey composed of three core asynchronous activities designed to foster deep reflection, analysis, and collaborative improvement.

- **Days 2-5: Project development**. Participants write a comprehensive project about a specific health equity challenge from their work, following a detailed, five-part rubric.
- **Days 6-10: Peer review**. Each participant acts as a critical colleague, using the same rubric to provide structured, evidence-based feedback on the case studies of three peers.
- **Days 11-15: Project revision**. Based on the feedback received from three colleagues, participants reflect on the input, synthesize suggestions, and submit a revised, improved final version of their project.

Rubric-based learning and assessment

A detailed, five-criteria rubric is the central tool that guides both the development of the project and the peer assessment process. This ensures a consistent and transparent standard of quality for all participants. The five required criteria are:

- **Situation narrative**: A clear description of the context, the specific equity challenge, and the actions taken.
- **Analytical reflection**: An examination of the systemic factors, power dynamics, and personal assumptions that influence the situation.
- **Application of equity principles**: A direct connection between the project and key concepts such as the social determinants of health and intersectionality.

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- **Impact analysis**: An assessment of how the equity challenge affects the health and wellbeing of the people involved.
- **Project ideation**: The development of a concrete “change idea” or practical solution to address the identified challenge.

Required activities

To complete the activities, participants must have successfully completed all three of the core, required activities of the peer learning exercise:

- Submission of the initial project draft;
- Completion of constructive peer reviews for three colleagues;
- Submission of the final, revised project.

Learning outcomes

By participating, a learner practices the ability to: analyze a complex, real-world health equity challenge from their own practice; apply conceptual frameworks to develop a practical change idea; and strengthen their critical assessment skills by giving and receiving structured peer feedback to refine their work.

Professional development standards

These activities correspond to 25 hours of verified professional learning at European Qualifications Framework (EQF) Level 7, which emphasizes critical thinking, problem-solving, and leadership in professional settings. The structured peer learning process, value creation measurement, and documentation meet established Continuing Professional Development (CPD) standards across professional sectors globally. Participants should submit this certification to their professional bodies for CPD recognition according to local requirements.

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