OR 'WHO CAN DO EQUITY WORK AUTHENTICALLY?'

EQUITY TOOLS FOR ALL

A process of genuine interaction through which human beings listen to each other deeply enough to be changed by what they learn.

Each makes a serious effort to take others' concerns into their own picture, even when disagreement persists.

No participant gives up their identity, but each recognizes enough of the other's valid human claims so that they will act differently toward the other."

Harold Saunders

THE EQUITY WORK MATH PROBLEM

JOY SECURITY FREEDOM BELONGING POWER

2 OR 3 TOOLS FOR TODAY

TODAY'S 2–3 TOOLS

▸ Systemic Awareness Chart

▸ Multicultural Organization Development Tool (MCOD, Jackson-Hardiman)

▸ Deconstructing power-over culture (Okun-Jones)

Intergenerationally damaging, defunct systems (slavery, colonialism, land theft and broken land treaties, genocide of Indigenous people)

Previous presence of targeted public policy ("War on Drugs", voter suppression, internment of Japanese-Americans, Jim Crow laws & "separate but equal")

Security, safety, & heightened exposure to violence

Policing and the Justice System

Differences in educational inputs

Chronic poverty, access to wealth

Health, Wellness, Stress

Current Systems

Presence of targeted public policy (current land claim disputes, voter suppression, detainment camps, travel bans, surveillance)

Access to housing and transportation/Homelessness

Micro-trends which make it hard to "get" systems (i.e. having a woman as your mayor and doctor may obscure gender trends)

Impact of environment

Local Community

Local norms of who is accepted, hired, bullied, safe (in-group/out-group dynamics)

Sometimes: Local attempts to counter systemic inequities

Employment and Hiring

Dehumanizing language

Current local norms with disparate impacts across groups

Ridicule

Being avoided due to identity

Feeling misrepresented

Being stereotyped

Self-Hate

Bullying

Slurs

Personal & Interpersonal

SYSTEMIC THINKING (OR HAVING A LENS FOR EQUITY) IS A WAY TOWARDS EQUITY LEADERSHIP FOR EVERYONE
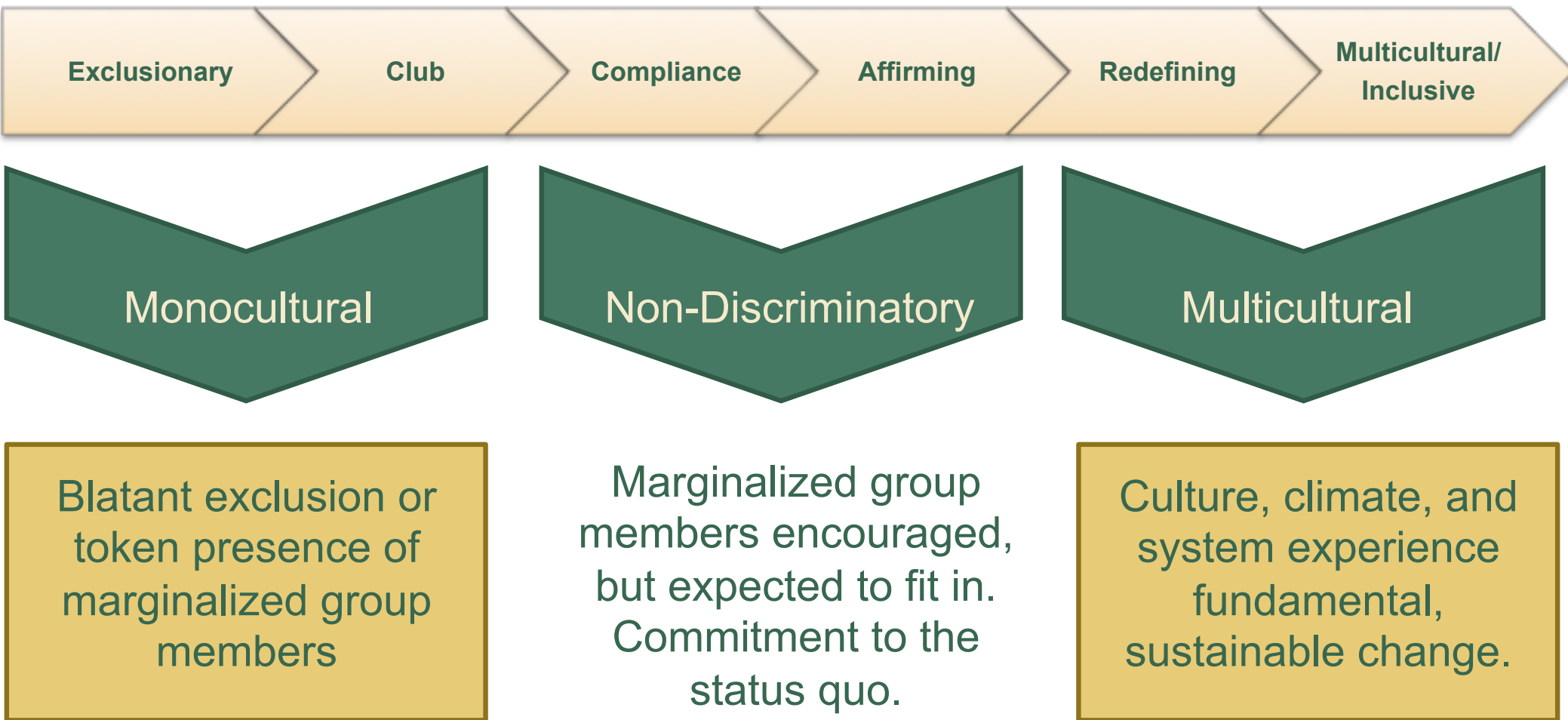
"EQUITY" DEFINED:

- The condition where one's identity has no influence on how one fares in society. Equity is one part of justice and must be addressed at the root causes and not just the manifestations. This includes the elimination of policies, practices, attitudes, and cultural messages that reinforce differential outcomes by identity.

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"EQUITY LENS" DEFINED:

- The process of paying disciplined attention to identity and experience with marginalization while analyzing problems, looking for solutions, and defining success. An equity lens critiques a "color blind" approach, arguing that intentionally not seeing perpetuates systems of disadvantage in that it prevents structurally rooted discrimination from being acknowledged. Application of an equity lens helps to illuminate disparate outcomes, patterns of disadvantage, and root cause.

  Source: Awake to Woke to Work: Building a Race Equity Culture by Equity in the Center, a project of ProInspire

Jackson & Hardiman Multicultural Organizational Continuum

| Exclusionary | Club | Compliance | Affirming | Redefining | Multicultural/ Inclusive |

Monocultural

Non-Discriminatory

Multicultural

Blatant exclusion or token presence of marginalized group members

Marginalized group members encouraged, but expected to fit in. Commitment to the status quo.

Culture, climate, and system experience fundamental, sustainable change.

EDUCATIONAL ELITISM VS. EQUITY

TOOL 3 IS TO DECONSTRUCT POWER-OVER CULTURE (TEMA OKUN)

FEATURES OF POWER-OVER CULTURE

- perfectionism
- power hoarding
- sense of Urgency
- quantity over quality
- one right way
- paternalism
- defensiveness,
- worship of the written word,
- belief in only one right way,

- paternalism,
- either/or thinking,
- fear of open conflict,
- individualism,
- belief that I'm the only one (who can do this 'right'),
- the belief that progress is bigger and more,
- a belief in objectivity, and
- claiming a right to comfort

THE LONGER YOU SWIM IN A CULTURE, THE MORE INVISIBLE IT BECOMES

RHONDA@SUSTAINEDDIALOGUE.ORG

QUESTIONS?