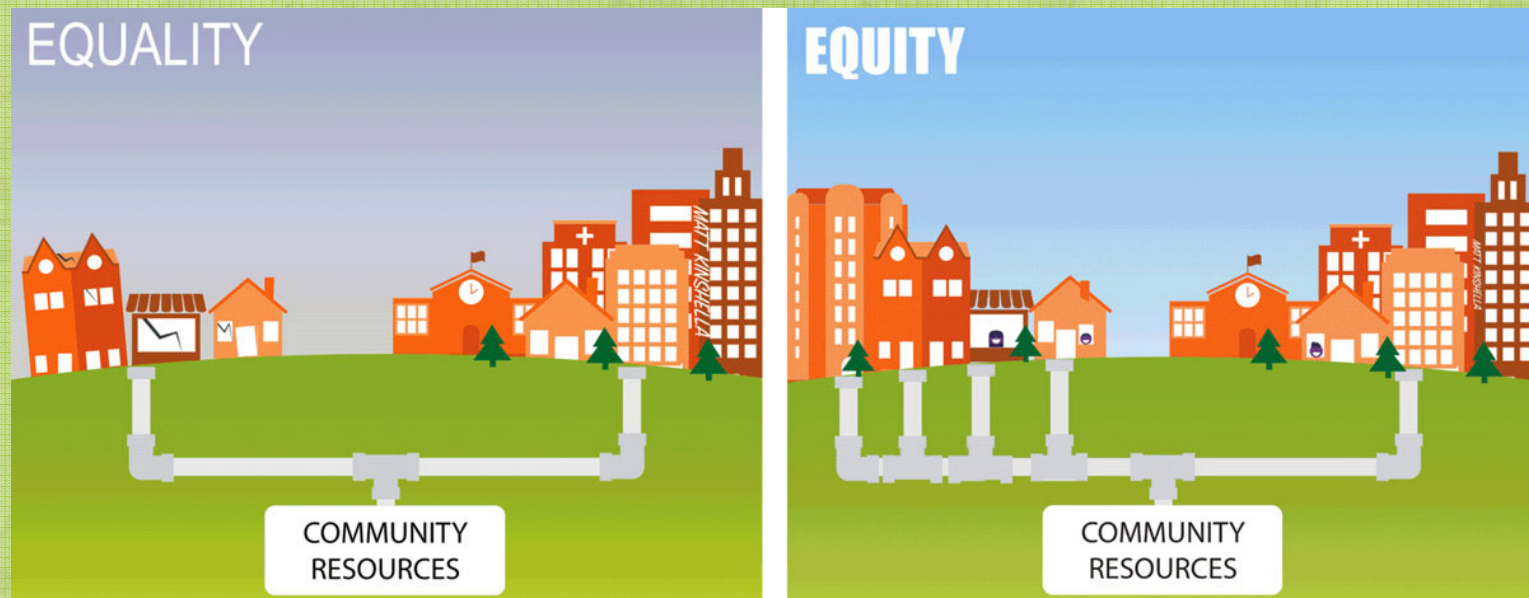


# WHY EQUITY?

## Equity as a Value, Practice, and Aspiration



Dr. Emily Drew

For the Statewide Diversity Conference

October 29, 2020

# OBJECTIVES

- **VALUE**: Consider what EQUITY entails, differentiating it from other important values
- **PRACTICE**: Explore promising practices for building our EQUITY capacities
- **ASPIRATION**: Living in the tension of equity as the goal and vision, as well as process

# Warm Up: Stretching

#1: For 2018-2019 school year, Oregon sends every school district about \$10,004 per student.

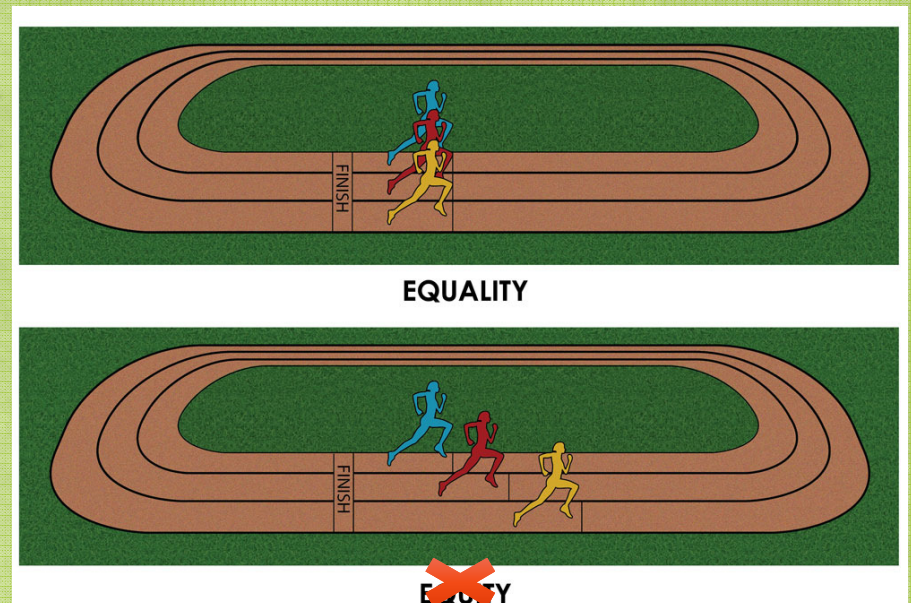
#2: The Dept of Transportation responds to hazards (potholes, sidewalk cracks, etc.) in the order the complaints come in

#3: A city council creates a policy requiring that all new housing developments include recreation centers. The policy is designed to increase opportunities for physical activity, which may contribute to healthier weights and better health in general

#4: A community decides to open a library in a low-income neighborhood

# EQUALITY

All people within a society/group have the same status and have access to the same social goods and societal resources.

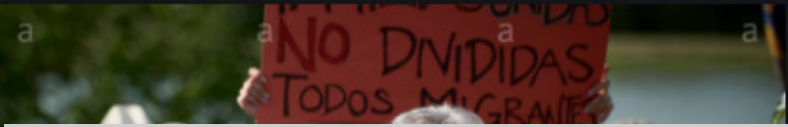


TREATING EVERYONE THE SAME

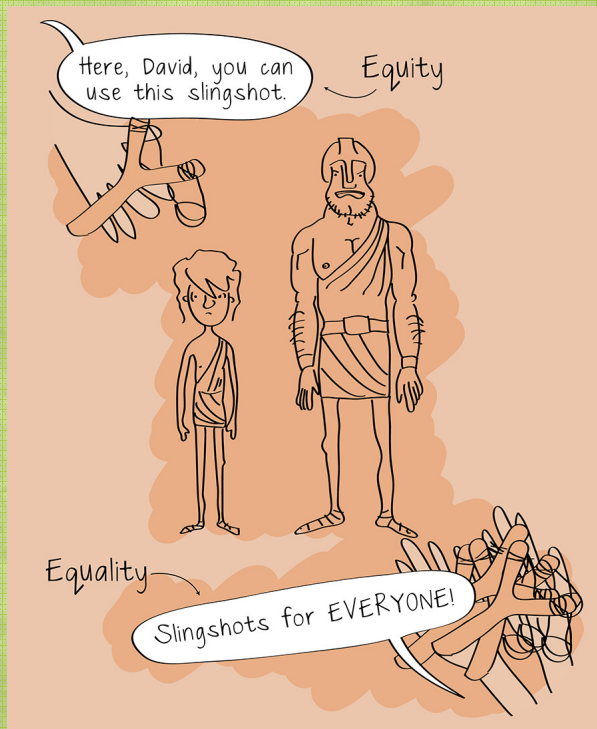
# IN LIGHT OF OUR PAST & PRESENT...

EQUALITY IS NEEDED,  
BUT INSUFFICIENT

Not everyone has the same opportunity to be healthy



# EQUITY



- Ensuring everyone has what they need to be successful ... to have autonomy and choice
- When everyone is different, need different approaches
- Long term, not sexy, strategically engaging competing stakeholders

# On the Way to EQUITY...

## ACCESS

- Opportunity to participate in processes, & utilize resources necessary for life
- Trap: Focus on access without attending to WHAT is being accessed

## DIVERSITY

- Unfinished desegregation project
- Making white institutions look more colorful
- Numbers, looking "good," sprinkling in, hidden, silos
- Trap: Diversity treated as ending point, rather than entrée point

## INCLUSION

- Culture & structures that enable full participation, in meaningful ways, by all
- How people BE, and what they bring to the table is valued, expansive wholeness
- Trap: Often requires assimilation, heavy lifting by few, & has yet to take on the arrangement of power

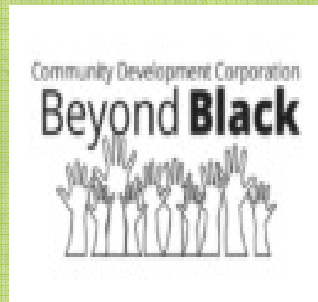
# #1) Tension of the INDIVIDUAL

Hyper-individualism

Individualization of the problem/solution

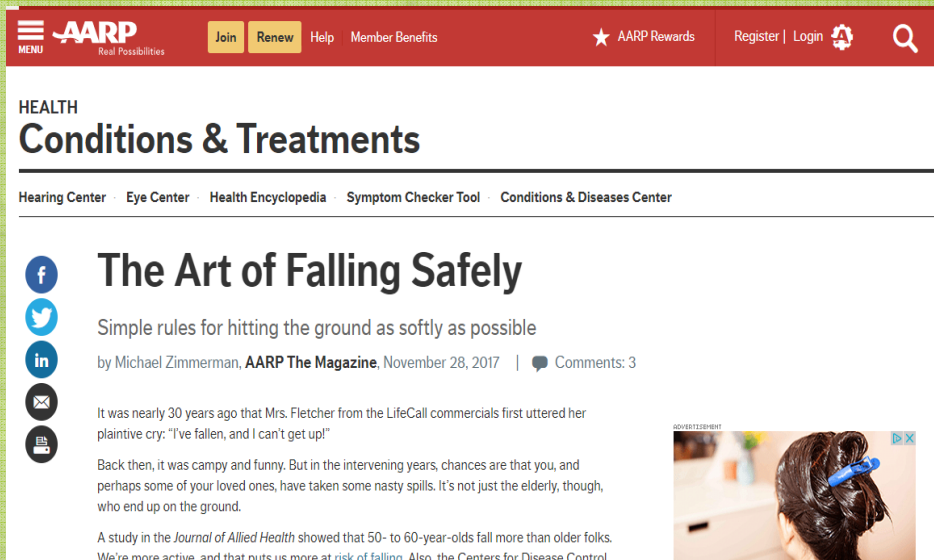


So much we can do by collaborating with already existing, sustained work by organizations





# #2) Take RISKS and MESS UP



The screenshot shows the AARP website interface. At the top, there is a red navigation bar with the AARP logo, a menu icon, and links for 'Join', 'Renew', 'Help', and 'Member Benefits'. On the right side of the bar are links for 'AARP Rewards', 'Register | Login', and a search icon. Below the navigation bar, the page is categorized under 'HEALTH' and 'Conditions & Treatments'. A secondary navigation bar includes links for 'Hearing Center', 'Eye Center', 'Health Encyclopedia', 'Symptom Checker Tool', and 'Conditions & Diseases Center'. The main content area features the article title 'The Art of Falling Safely' with social media sharing icons for Facebook, Twitter, LinkedIn, Email, and Print. The article text begins with 'Simple rules for hitting the ground as softly as possible' and is attributed to Michael Zimmerman, published in AARP The Magazine on November 28, 2017. A small image of a person's hair with a blue hair clip is visible on the right side of the article preview.

- 1) Stay bent
- 2) Protect your head
- 3) Land on the meat
- 4) Keep falling

No "pure" or perfect solutions, nor people

Racism is not about good/bad people.  
It is about an arrangement of power.

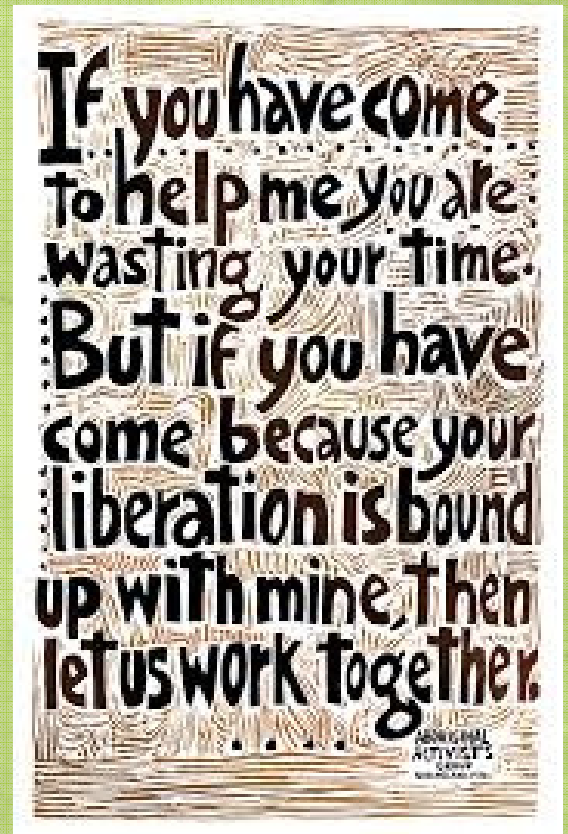
## #3) A Belt of Many Tools

- How do I respond when someone ... STRATEGIZE
  - To be effective...
  - To be sustainable
- After:
  - When have I done this?
  - What tools do I need?
  - Practice!



## #4) Uncover & Deepen your STAKE

- Investment in equity (liberation)
- Self Interest is not the same as selfish  
...it is a stake, and investment
- When the going gets tough ...
- Assessing and evolving (praxis)



## #5) Accountability

- Value, worldview, practice
- Never to self → always collective
- Feedback as a gift (no matter its form)
- Mistakes are not the person
- People's capacity to change

I am answerable to & responsible for others in this struggle for racial equity



# Institutions that ASPIRE for Racial Equity

- ⑩ Make **actions**, not statements
- ⑩ Recognize access, diversity & inclusion as precursors for equity
- ⑩ Team shares a **framework of systemic inequality**
  - ⑩ Normalizes the conversation about race & racism
  - ⑩ Group responsible for assessing **internal practices** → change
  - ⑩ Uncover the **external barriers** to equity → chip away
- ⑩ Developing **race-conscious practices** and policies, asking about **impacts** of every decision
- ⑩ **Adopt new frames**: risk taking, collaboration, accountability

# RESOURCES

- **NEWS:** :NPR's *Code Switch: Race & Ethnicity Remixed* <https://www.npr.org/sections/codeswitch/>
- **WEBINAR:** "Beyond Diversity: How to Build a Truly Antiracist Institution" for \$35 at <https://everydayfeminism.com/catalog/beyond-diversity-training/>
- **PODCAST:** "Seeing White" via Scene on Radio: <https://www.sceneonradio.org/seeing-white/>
- **AUDIO:** "The Problem We All Live With" (2015) on This American Life at <http://www.thisamericanlife.org/radio-archives/episode/562/the-problem-we-all-live-with>
- **WEB:** "Looking Back In Order to Move Forward: An Often Untold History Affecting Oregon's Past, Present and Future"(2009) Timeline" at: [http://oregonname.org/pdf/OregonRacialTimeline\\_Rector.pdf](http://oregonname.org/pdf/OregonRacialTimeline_Rector.pdf)
- **REPORT:** "Unsettling Profile" Research Series by the Coalition of Communities of Color (2015) at <http://www.coalitioncommunitiescolor.org/ccs-dataresearch/>
- **WORKBOOK:** *Me and White Supremacy: The Workbook*, by Layla Saad, (2019), at <https://www.meandwhitesupremacybook.com/>
- **BOOK:** *Transborder Lives: Indigenous Oaxacans in California and Oregon* (2007) by Lynn Stephen
- **RADIO:** *The Oregon Story: Agricultural Workers*, excerpt from OPB at: [http://www.opb.org/programs/oregonstory/ag\\_workers/workers\\_sub.html](http://www.opb.org/programs/oregonstory/ag_workers/workers_sub.html)
- **REPORT:** "The State of Black Oregon" report by The Urban League of Portland (2015) at <http://www.ulpdx.org/StateofBlackOregon.html>



**CROSSROADS ANTIRACISM ORGANIZING & TRAINING**

DISMANTLING RACISM, BUILDING RACIAL JUSTICE IN INSTITUTIONS