

What Will You Do?

Equity in Action Workshop

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[UW Diversity Forum]



“People Centered
Decision-Making”



Change Imperative

**We must
develop
people who
can...**



**Transform
Organizations...**

And help eliminate inequitable practices, and cultivate the gifts, talents and strengths of people!



**So that Success and
Failure are not predicted
on a person's identity**

...racial, cultural, economic or any other social identity factor.

CHANGE

Only happens if we make it....

- You can make change as an individual, organization, and as community.
- You dismantle inequity in policies, practices, and organizational culture.
- Ask questions that inform your equity lens and change the work in action.



Systemic Practices Built This ...

HISTORICAL:
Impact of Racism and
White Supremacy to
financial well-being



CHANGE REQUIRES CONTEXT

**YOU CAN'T
CHANGE YOUR
PAST, BUT YOU
CAN LEARN FROM
IT AND CHANGE
YOUR FUTURE.**

PictureQuotes.com

HISTORICAL CONTEXT

DID YOU KNOW

- American Slave trade 1619-1807
- In 1860 there were **3,953,761 slaves** and there were **487,970 free African Americans**
- U.S. Abolished slavery in 1865
- Slaves were property and were worth more than all of the industry going on at the time (field slaves worth \$1200-1800/ea)
- Men made money off of the labor -- cotton, rice, corn, tobacco

HISTORICAL CONTEXT

Wealth Accumulation & Gap Began

- GI Bill (ended 1956) result of WWII (1939- 1945)
 - college tuition, low-cost home loans, and unemployment insurance.
 - 8 mil WWII white Vets received educ or training; and leveraged \$4.3 million home loans worth 33 billion.
 - 3 million AA veterans served in this war but were not able to leverage those benefits in the same way as their white counterparts
 - **Slavery - aftermath**
 - **Jim Crow - separate but equal**

HISTORICAL CONTEXT

Wealth Accumulation & Gap Began

- New Deal (1933-1941)
 - Set up to help those depression
 - Depression started after stock market crash Oct 1929
 - Wiped out millions of investors on Wallstreet.
 - Roosevelt set up programs that become the precedent for the federal government to play a key role in the economic and social affairs of the nation
 - This was not called welfare

HISTORICAL CONTEXT

How Wealth Accumulation & Gap Began

- Redlining (1933-1968) ... still in practice and impacting
 - areas where banks would avoid investments based on community demographics.
 - Ex: 1947, only 2 of the more than 3,200 VA-guaranteed home loans in 13 Mississippi cities went to black borrowers.
 - Ex: New York and the northern New Jersey suburbs, fewer than 100 of the 67,000 mortgages went to black borrowers
 - Remember GI Bill ... leveraged \$4.3 million home loans worth 33 billion

HOW DOES CONTEXT CHANGE US

Systemic Practices Built This ...

BOOTSTRAPS NARRATIVE

How does one do that with
this system in play?

Most importantly who has the
bootstraps?



Equity Lens Questions

Action into impact

- ❑ Inequity/Disparities
- ❑ People
- ❑ Forces
- ❑ Power
- ❑ Leadership
- ❑ Barriers



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Whether you lead or participate...
what do you notice?

Context to Change the Conversation

YOUR PERSONAL KNOWLEDGE

1. What personal knowledge do you have about the issue of inequity and racial injustice? How would you know if you are getting in the way of making change on these issues?
2. How would you be informed or understand the issues, needs, concerns, and changes that impact those issues of inequity or racial injustice has on the issues you want to address?
3. Who would advocate for those issues as you make change in policy, programs, or how you advocate? And, based on what experience and knowledge?
4. Who or how would you be informed about the progress you are making and how would you know?
5. How would you know you are getting it right or if you are getting it wrong?

ORGANIZATIONAL KNOWLEDGE

1. What investment has been to ensure you have the capacity, knowledge, skills, and expertise to address the issue of social and racial equity and injustice in systems, policies and programs?
2. How do Board members, employees and the Executive Director, along with community partners know this is a focus for your organization? What strategic plan or mission lead or guide the work?
3. How do you recognize and reward Board members, employees and the Executive Director, along with community partners for making progress? And, how do you make these same groups accountable when they don't?

Moving Forward

What Will You DO!

Build my practice towards equity; starting with who I am and what I bring because of who I am?

What You Can Do?

UNCONSCIOUS INCOMPETENCE

You are unaware of the skill and your lack of proficiency

UNCONSCIOUS COMPETENCE

Performing the skill becomes automatic

CONSCIOUS INCOMPETENCE

You are aware of the skill but not yet proficient

CONSCIOUS COMPETENCE

You are able to use the skill, but only with effort

Know what it will take to become a unconscious to conscious learner in this work of equity and change.

Suggested Skill Development Opportunities

Unconscious Incompetence

- you wake up and realize that structural racism, and racism exists...

WHAT YOU CAN DO...learn your history

- History.com - Race in America
- 25 Mini-Films for Exploring Race, Bias and Identity (NY Times)

Conscious Incompetence

you know that structural racism, and racism exists
how do I change...

WHAT YOU CAN DO...learn about YOU

- Deep Diversity Shakil Choudhury
- White = Debbie Irving, Tim Wise
- POC = Trauma, Internalized Racism, Healing
-

Unconscious Competence

You have accomplished an ability to see anti-racist strategies now you must keep exploring other areas of inequity

WHAT YOU CAN DO...determine what you don't know and go through the learning of it...

Conscious Competence

you practice new anti-racist and other ism actions and it requires lots of effort...

WHAT YOU CAN DO...develop tools

- National Equity Project
- Racial Equity Tools

LEARN MORE ...LEARN MORE ...

- ❑ National Equity Project Research Tab @
nationalequityproject.org/resources
- ❑ Deep Diversity by Shakil Choudhury (self-work)
- ❑ Waking Up White, and Finding Myself in the Story of Race by Debbie Irving
- ❑ Racial Equity Tools ... @ racialequitytools.org
- ❑ Govt Alliance on Racial Equity ... @ racialequityalliance.org
- ❑ Haas Institute for Fair and Inclusive Society ...@
<https://haasinstitute.berkeley.edu/>



You don't just change

.....you expand, grow,
solve, enhance, live, love,
and laugh while you engage
and bring a diverse set of
people to help you build and
achieve that change!