

EQUITY 101



SHARE GRATITUDE IN THE CHAT

MY OFFERING OF COMMUNITY AGREEMENTS

In order to create **BRAVE** spaces:

- No Fixing (you are not going to “fix” all of this right now)
- Take Risks
- Experience Discomfort
- Speak your truth, knowing the truth of others may be different
- Assume best intent, although WHEN your words hurt someone, OWN THAT and apologize; don't get defensive
- Show grace for yourself and for one another in interactions (realizing you are all in different places)
- Embrace curiosity

GROUND IN

- Place your feet flat on the ground
- Sit as upright as you are comfortable/able
- Keep your eyes closed or cast them to a neutral site
- Breathe as deeply as you are able
- Focus only on the breath as it comes in and out of your nose
- Your mind will wander; don't judge that. Simply notice it and bring your attention back to your breathing.

Let's start with critical terminology:

Diversity

Culturally-responsive practice

Equity

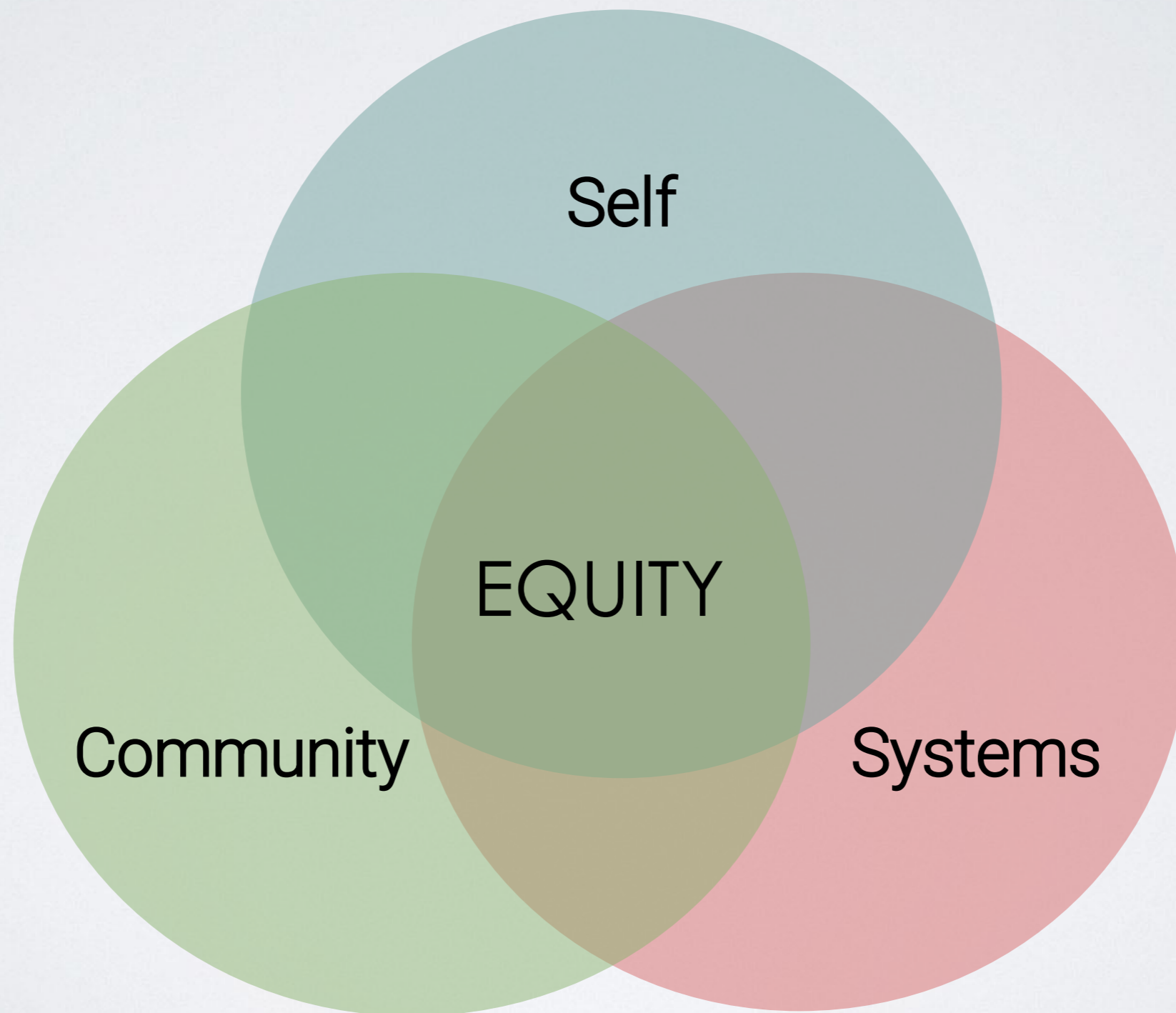
CRITICAL TERMINOLOGY

Diversity: wanting to acknowledge and, possibly, celebrate, the differences between people, typically focused on compliance or the superficial ways people are different.

Culturally-responsive practice: the ability to learn from and relate respectfully with people of your own culture as well as those from other cultures.

Equity: ensuring every person has what they need to THRIVE, which requires access to opportunities/resources AND dismantling systems/practices that are oppressive.

PUTTING THE PIECES TOGETHER:



SELF

WE ARE DIVERSE AND BRING DIVERSE PERSPECTIVES
AND LIFE EXPERIENCES TO OUR WORK



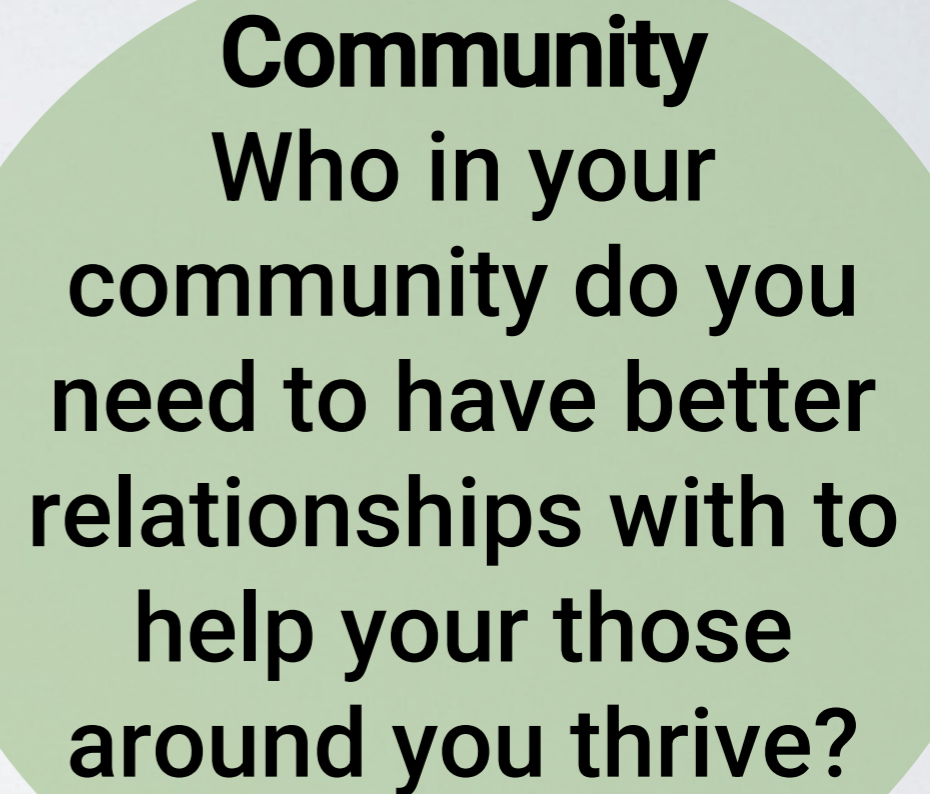
Self
Your story
Your knowledge,
expertise & gaps

- If we want to do equity work effectively, we need to start with ourselves - to unpack our own stories, the **experiences** we have had that will help us understand the work we do, as well as what **learning** still needs to happen to help us engage more effectively in that work.
- We ALL have stories that affect how we show up to our work every day.
- We ALL come to our work in different places on the continuum of learning and understanding.

COMMUNITY

TO BE EFFECTIVE WILL REQUIRE DEVELOPING/ENHANCING
OUR SKILLS IN CULTURALLY-RESPONSIVE PRACTICE

- To do equity work effectively, we need to understand who is in our community (colleagues AND those we serve) and how to **effectively engage** with different members of our community in ways that make space for **every voice** to be heard.
- There is not ONE WAY to be in community. There are often many ways. We need to learn how to **navigate between cultures** and languages so create a climate that works for everyone.



Community
Who in your
community do you
need to have better
relationships with to
help your those
around you thrive?

SYSTEMS

HERE IS WHERE WE MUST ADDRESS JUSTICE - NOT ALL PRACTICES AND POLICIES HAVE THE SAME IMPACT

Systems
Which systems & policies/practices work (or don't) for which those you work with and serve?

- Doing equity work will require us to look at the **policies** and **practices** that have greatest impact, especially on the most **vulnerable members of our community** to determine what is working well, what is missing, what needs to be changed or discontinued.
- Systems are hard to change, but without looking at policies/practices, we will never reach true equity.

**TOO OFTEN PEOPLE
(WITH GREAT INTENTION)
START WITH TRYING TO “FIX” SYSTEMS
BEFORE DOING OUR SELF WORK.**

**HOW DO YOU FIX SYSTEMS WHEN YOU
DON'T UNDERSTAND THE ROLE YOU
PLAY IN IT, AND YOU DON'T
UNDERSTAND THE WAYS OTHERS
HAVE BEEN IMPACTED BY THEM?**

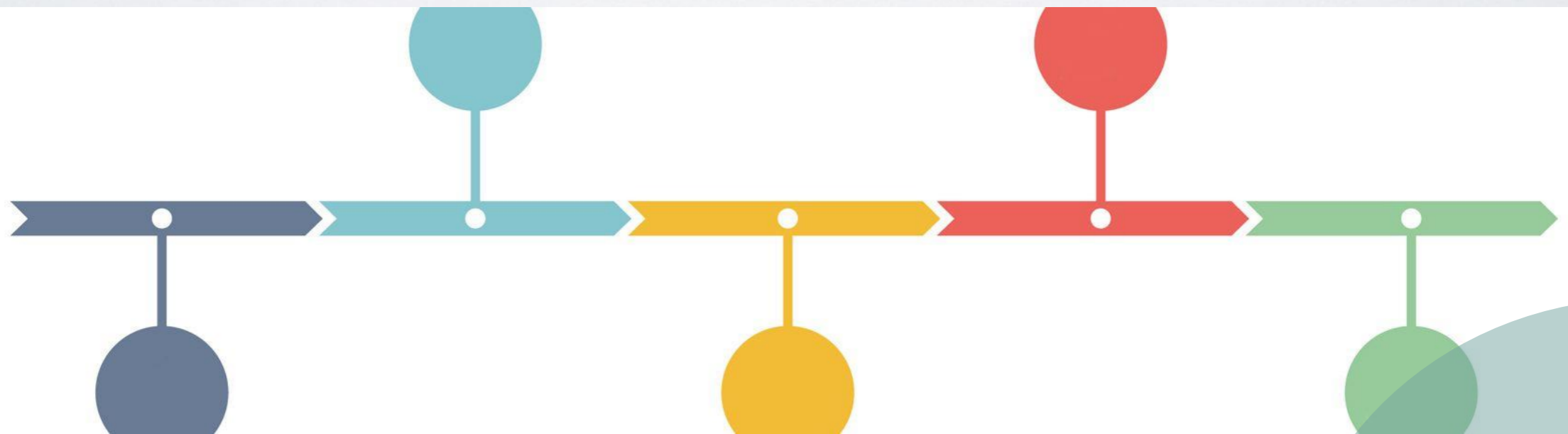


SELF - WHAT'S MY ROLE IN THIS?

WHAT'S YOUR STORY

On a sheet of paper or in your phone or on a computer, create a personal timeline with:

- 5 events or encounters that led you to this work.
- 5 events or encounters with people who have most influenced how you think about race and equity.



TRAINING FOR THE MARATHON

If you are going to develop the kinds of skills you need to become more equitable in your practice, you are going to need to listen/watch/read something related to equity at least 4-5 times a week (just like what is required to stay physically fit). Here are some suggestions:

Reading: anything by authors Dr. Beverly Tatum, Zaretta Hammond, Ibram X Kendi, Jason Reynolds, Kathy Obear, Richard Rothstein, Michelle Alexander, Bryan Stevenson or Dr. Christopher Emdin; my book: “Bridges to Heal US: Stories and Strategies for Racial Healing”

Podcasts: Secular: Revisionist History, Code Switch, This American Life, Words Matter, Teaching While White, 1619 Project, Nice White People, Calling Justice, Seeing White, Facing Ourselves, Speaking of Racism, Throughline; Christian: Pass the Mic, Quick to Listen, Truth’s Table

Watch: *TV:* This is Us, Black-ish, The Red Line, Black Earth Rising, When They See Us; Black Lightning, Watchmen, Self Made, Black-ish, Dear White People; *Film:* The Hate U Give, Emanuel, Hello, Privilege. It’s Me, Chelsea, Cracking the Codes, 13th, Just Mercy, Selma, If Beale Street Could Talk, I Am Not Your Negro, Dear White People

Websites: <https://www.learningforjustice.org/>;; culturallyresponsive.org, <https://mlpp.org/21-day-racial-equity-challenge/>; <http://www.racialequityresourceguide.org/resource/cracking-the-codes>

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Public Facebook (Erin Jones 2016)

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Check out my TEDx Talks:

https://youtu.be/_EYsk5--6Fk

<https://youtu.be/HQ7xY60a6z4>

<https://youtu.be/hFc9axy2ktQ>

ERIN'S BOOK

“Bridges to Heal US: Stories and Strategies for Racial Healing”

Reach out to me for a free study guide.

