

Operationalizing Equity into Advocacy & Organizational Practices

ABOUT ME

I am a Queer, white-presenting Chicana living in the Midwest. I am a millennial, survivor of gender-based violence, and was raised working class by my mother (a Mexican immigrant) and father (a U.S. Air Force veteran).

I am a first generation college student and hold a bachelor's degree in Women, Gender, and Sexuality Studies with a minor in History from the University of Kansas and a Master of Social Work degree from Missouri State University.

I am a licensed social worker in the state of Missouri and soon to also be licensed in the state of New York!

I have been in the anti-violence movement for over a decade as an advocate, case manager, program manager, supervisor, program director, trainer, and consultant.



TODAY'S AGENDA

- DEFINE KEY CONCEPTS
- TENANTS OF EQUITY & INCLUSION
- OPERATIONALIZING EQUITY INTO INDIVIDUAL ADVOCACY
- OPERATIONALIZING EQUITY INTO ORGANIZATIONAL POLICY, PRACTICE, AND CULTURE
- HOMEWORK

WHAT ARE equity & inclusion?

Inclusion	Equity
<ul style="list-style-type: none"> • people with different identities feeling and/or being valued, leveraged, and welcomed within a given setting (e.g. your team, workplace, industry, etc.) • the active, intentional, and ongoing engagement with diversity • not a natural consequence of diversity 	<ul style="list-style-type: none"> • an approach that ensure everyone access to the same opportunities • recognizes that advantages and barriers exist, and that as a result, we don't all start from the same place • a process that begins by acknowledging that unequal starting place and continues to correct and address the imbalance

From "What's the Difference Between Diversity, Inclusion, and Equity?" By Meg Bolger

Diversity asks: Who is in the room? How many more of x group do we have this year than last year?

Inclusion asks: Have everyone's ideas been heard? Is this environment safe for everyone to feel like they belong?




Equity asks: Who is trying to get into the room but cannot? Whose presence in the room is under constant threat of erasure? What conditions have we created that maintain certain groups as a perpetual majority here? What are people experiencing that they do not feel safe when isolated and separated from others like themselves?

Justice asks: Whose ideas will not be taken as seriously because they are not in the majority? Whose safety is being sacrificed and minimized to allow others to be comfortable in maintaining their dehumanizing views? Whose humanity and dignity is the subject of a debate?

Dr. Dafina-Lazarus Stewart (Ze/Zir)

Advocacy is Social Justice

- Working to ensure access and services for all
- Compassionate, empathetic and understanding for those different than us
- Helping individuals reach their fullest potential
- Working to achieve justice for all
- Standing up against discrimination, inequities, and injustices
- Fighting for a better world

Equality	Equity	Justice
		
<p>The assumption is that everyone benefits from the same supports. This is equal treatment.</p>	<p>Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.</p>	<p>All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.</p>



How do we work toward becoming equitable and inclusive?



TENANTS OF EQUITY AND INCLUSIVITY

- Connect how lived histories shape current events
 - Understand systemic oppression
 - Recognize real and perceived power differences
- Analyze the space you occupy & power your identity holds
 - Sit in your discomfort with curiosity
 - Maintain hope in the face of brutal truths
 - Allow yourself space to experience joy

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Breakup ignited dad's deadly rage in Graham
 Police: Dad killed 5 kids because wife was leaving
 Life for husband driven to double murder by jealousy

Spurned by wife, man kills his five children, self
Ex-husband allegedly kills Chicago woman in murder-suicide after she opens up about divorce journey on TikTok

Is this the woman who broke the Golden State Killer's heart and 'sparked' his murderous rampage?
 Young lab assistant called Bonnie who was engaged to serial killer and whose name he shouted during rapes

Nurse who worked at domestic violence shelter killed in murder-suicide: 'I wish she could have helped herself'

WE LIVE IN A CULTURE OF VIOLENCE

A society which **expects** and **accepts** violence to be perpetuated by specific members of society or communities

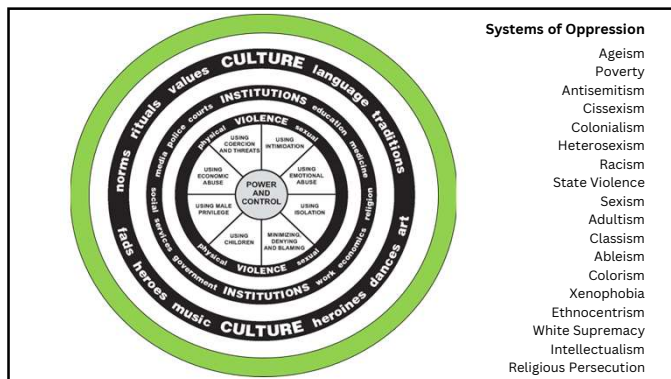
WE LIVE IN A CULTURE OF VIOLENCE

A society which **expects** and **accepts** violence to be perpetuated by **men & boys**







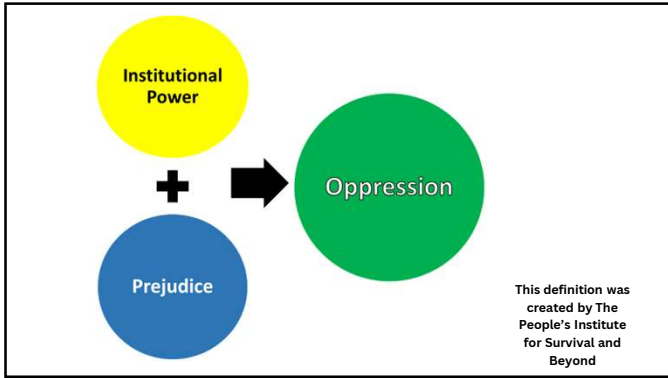


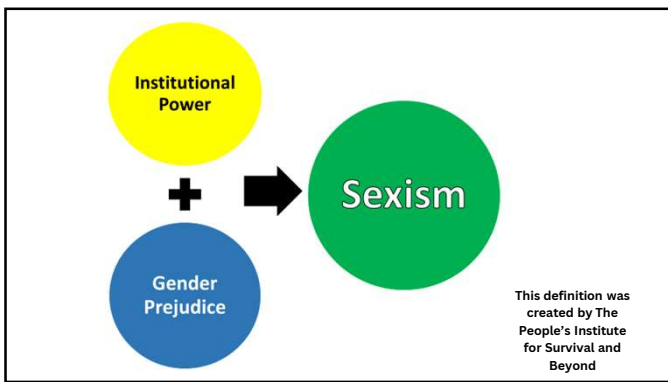
How do you connect how lived histories shape current events at the organizational level?

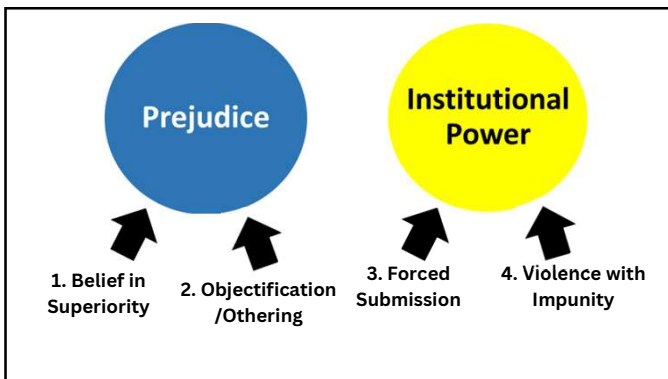
- Include this content in your training curriculum and require the training for ALL staff
- Pay attention to how your agency highlights current events
- Review your agency's policies regarding non-mandated reporting and situations which warrant calling 911
- Review your agency's mission, vision, and guiding philosophies

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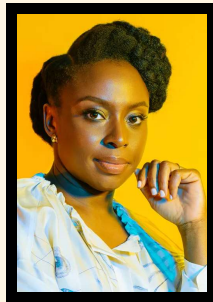
What impact could understanding oppression have at the organizational level?

- Intentional recruitment from marginalized communities
- Required staff DEIB core competencies in job descriptions and policy
- Evaluation of shelter policies and rules
- Policies regarding how to handle -isms

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THE DANGER OF A SINGLE STORY
by Chimamanda Ngozi



What does recognizing real and perceived power differences look like at the organizational level?

- Transparent systems of accountability
- No seniority immunity
- Transparent salary information
- Restorative Justice decision-making
- Prioritizing local vendors over large corporations

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UNPACKING OUR SOCIAL IDENTITIES

 **EQUITABLE TEACHING**
UNIVERSITY OF MICHIGAN



UNPACKING OUR SOCIAL IDENTITIES



1. What identities do you think about most often?
2. What identities do you think about least often?
3. What identities would you like to learn more about?
4. What identities have the strongest effect on how you perceive yourself?
5. What identities have the greatest effect on how others perceive you?

Religious or Spiritual Affiliation
 (Dis)Ability
 Body Size
 Neuro-diversity
 Ethnicity
 Gender
 Marital/Relationship Status
 First Language
 Socio-Economic Status
 Sexual Orientation
 Race
 Veteran Status
 National Origin
 Age

AN ADVOCATE MUST
 ACKNOWLEDGE
 THE EXISTENCE OF
 OPPRESSION
 AND PRIVILEGE

ADVOCATE PRIVILEGE

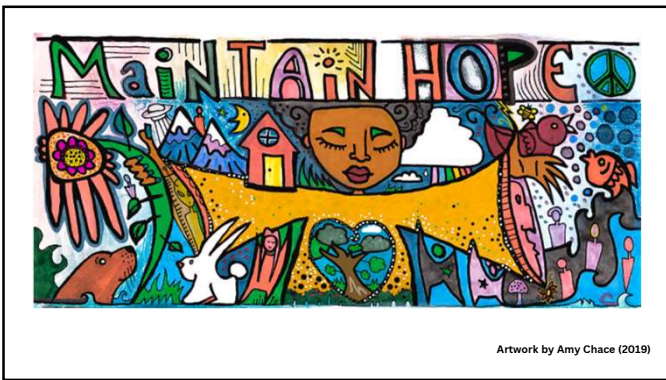
- AGEISM
- POVERTY
- ANTISEMITISM
- CISSEXISM
- COLONIALISM
- HETEROSEXISM
- RACISM
- STATE VIOLENCE
- SEXISM
- ADULTISM
- CLASSISM
- ABLEISM
- COLORISM
- XENOPHOBIA
- ETHNOCENTRISM
- WHITE SUPREMACY
- INTELLECTUALISM
- RELIGIOUS PERSECUTION

How can an organization analyze the space it occupies & power it holds?

- Client advisory boards
- Annual DEIB climate surveys
- Community stakeholder involvement and feedback
- DEIB consultants
- DEIB assessment & strategic plan
- DEIB committee

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Artwork by Amy Chace (2019)

**IT ALL BEGINS
WITH HOPE**
by
Junita Flowers



How can an organization commit to sitting in discomfort with curiosity, maintain hope in the face of brutal truths, and allow space for joy?

- Acknowledge mistakes and seek repair
- Acknowledge and address the impact of community violence with staff and clients
- Host listening sessions
- Provide time and money for staff to take care of themselves
- Self-care vs. community care
- Prioritize staff recognition
- Host celebratory parties for clients achieving milestones
- Create a wellness committee

WHAT YOU LEARN HERE, LEAVES HERE



Why is equity important to me?

What do I have to gain/risk in prioritizing equity within my work?

How can I make equity a priority in my life?

What steps can I take toward making this a priority?

What level of responsibility do I have in creating equitable services?
