



NATIONAL  
EQUITY  
PROJECT



## Summary Learning

January - April 2022

# We Believe

Creating more just and liberated systems is possible.

Making progress on equity requires us to have honest conversations about race and systemic oppression, not to lay blame, but to design more equitable systems.





“

Remember to imagine  
and craft the worlds  
you cannot live without,  
just as you dismantle  
the ones you cannot  
live within.

Ruha Benjamin

Sociologist, Author, Professor  
Princeton University



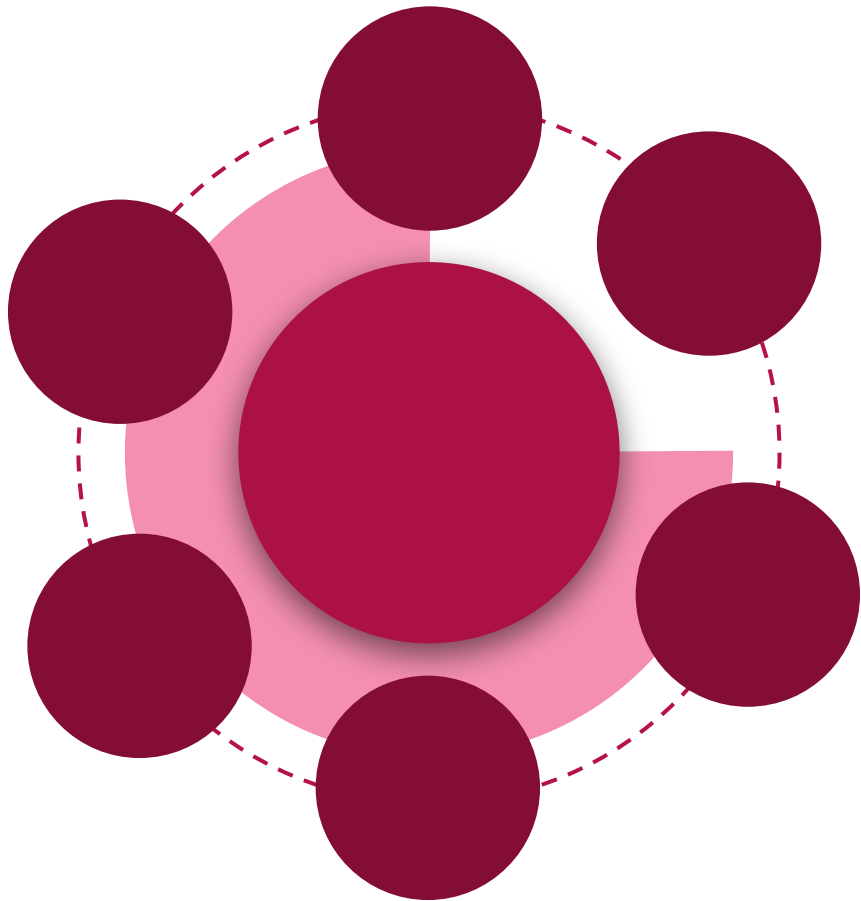


# Behaviors for Building Community

- We acknowledge one another as equals
- We stay curious about each other
- We slow down so we have time to think and reflect
- We commit to non-closure
- We seek intentional learning, not perfectionism
- We expect it to be messy at times
- We lean into discomfort



# Paseo / Circles of Identity



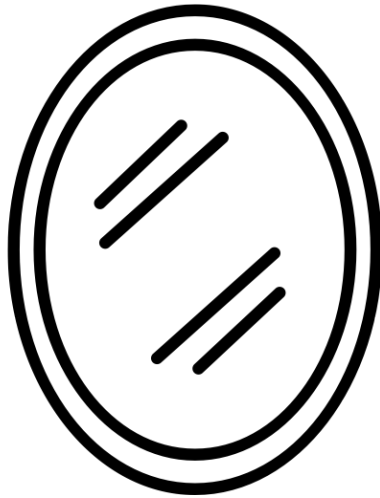
- For each circle, add a word or phrase that captures some element of your identity.



# How Does Change Happen?

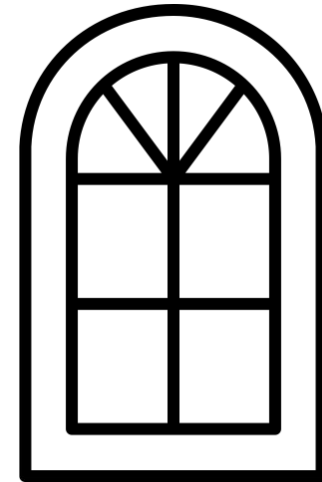
1. Think of a time when you underwent a change or transformation. What was required for that change?
2. Think of an example of a social, community, or institutional change. What was required for that change?
3. What's required in order for change to occur?

# Our Work Individually & Together in this Network...



## LOOKING IN A MIRROR

Insight into myself – what change will be required of me?



## LOOKING OUT OF A WINDOW

Insight into my context – What do I want to be different in California and healthcare as a result of this Community of Practice?





**JInsider**



# Breakout Quads

15 minutes

Lobster Video &  
“Willing to Be Disturbed”

What sense are you making around the ideas of change, discomfort, the role of emotions, uncertainty, and disturbance?

How does that influence your leadership for equity?

# YOU ARE ON



## INDIGENOUS

## LAND

#HonorNativeLand

Artwork by: Lightning Waq Waq, Ty Juvinel (Tulalip Tribes)

### Moving Beyond Acknowledgement Toward Linked Fate & Reparation

- Which Indigenous Nation's land do I live on?  
<https://native-land.ca/>
- How do I honor the Native history and people of the land I am occupying?
- How do I want to grow my understanding and practice here?
- How might I move beyond acknowledgment toward action? (land tax, contribute time/ money, teacher's guide, etc.)



# What Are Some Types of Listening?



- Active
- Passive
- Pretend
- Argumentative
- Informational
- Conversational
- Inattentive
- **Constructivist**



# Constructivist Listening

Guiding Principle



I agree to  
**listen** to and **think**  
about you in exchange  
for you doing the same  
for me.



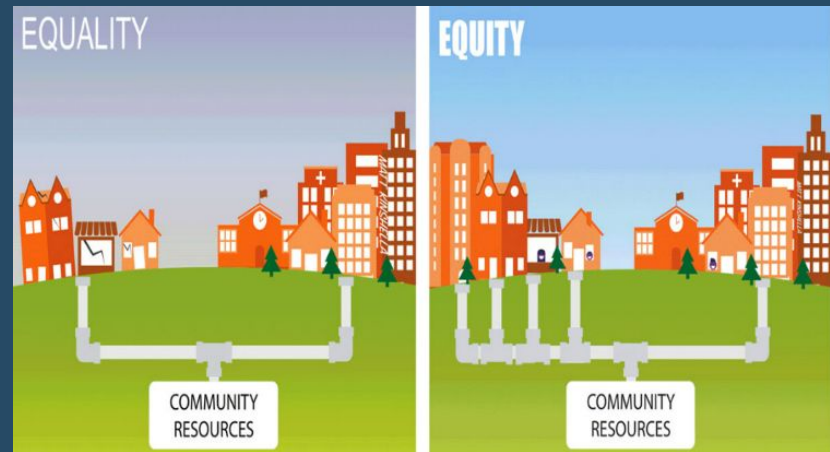
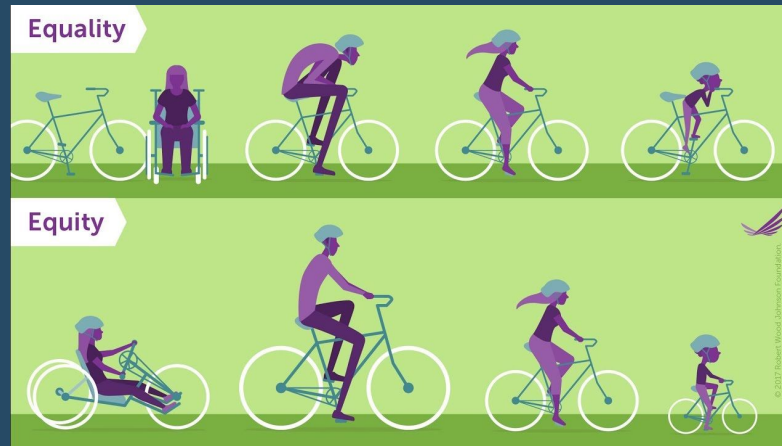
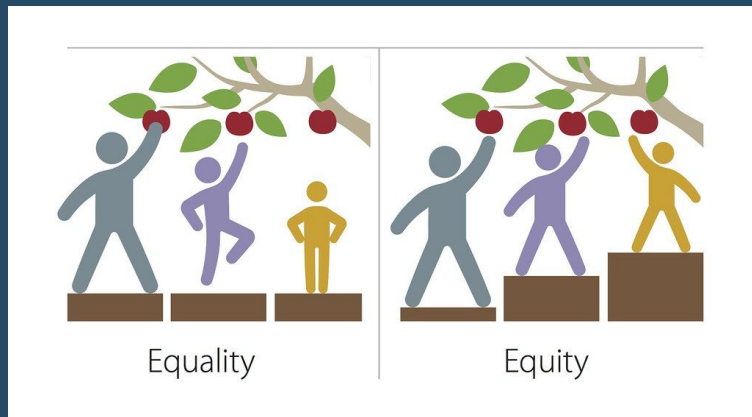
## What is this thing called equity?

We often hear folks talk about:

- Equitable outcomes or goals
- Equitable practices and policies
- Doing “equity work” or “equity-centered work”
- Addressing equity issues or challenges
- Having an “equity lens”



# EQUALITY VS EQUITY

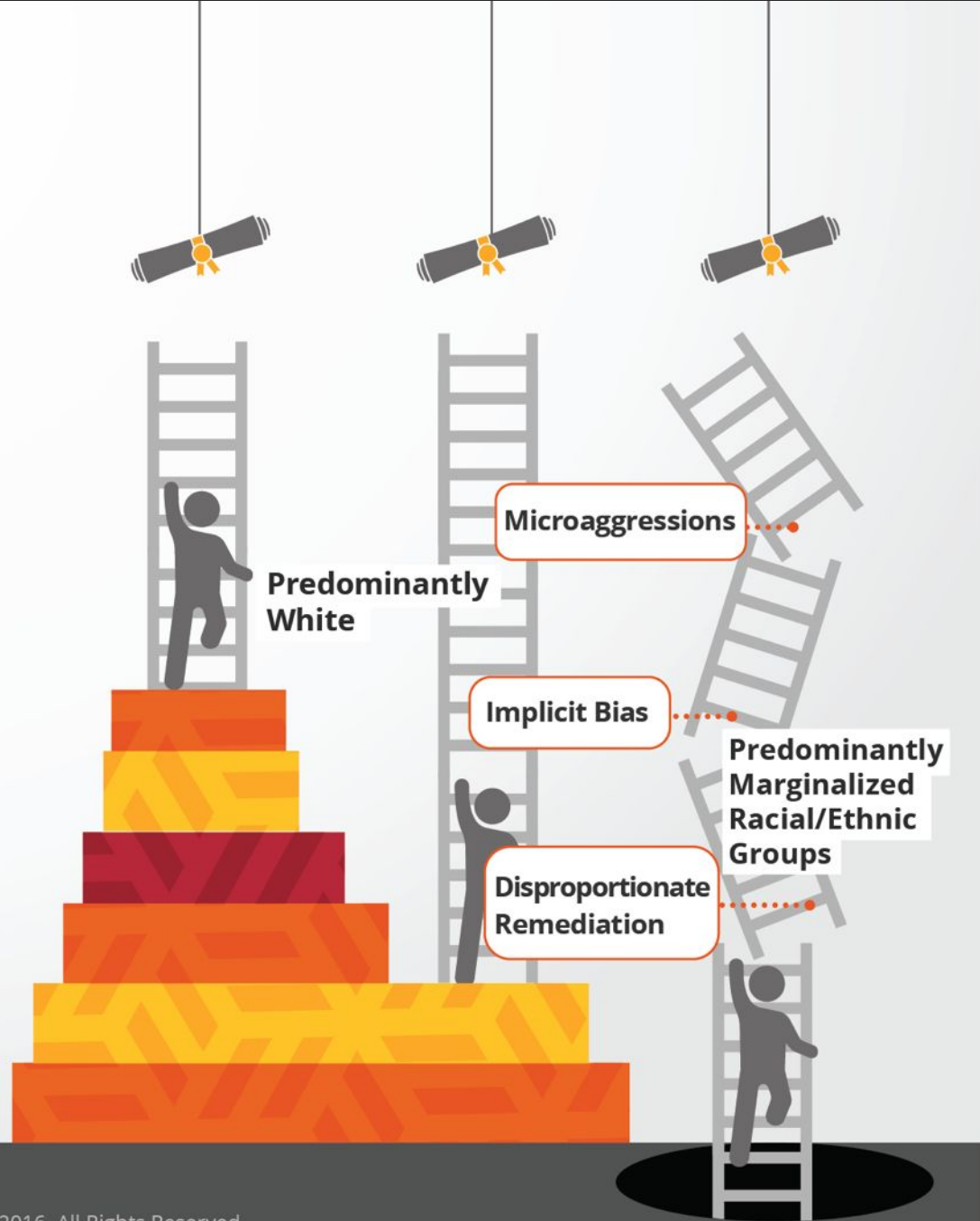


And it has

# BIAS AND SYSTEMIC RACISM.



CENTER *for* URBAN  
EDUCATION



Leading for Equity

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# Understanding Our Social & Historical Context







A Dutch-operated privateer, *White Lion*, carries 20-30 Africans who had been captured by a joint African-Portuguese raid against the Kingdom of Ndongo in modern-day Angola, making its landing at Point Comfort in the English colony of Virginia. The arrival of the enslaved Africans marks a new chapter in the history of the trans-Atlantic slave trade, which began in the early 1500s and continued into the mid-1800s.

# Mix it Up!

In trios/quads (in breakout rooms)...

Each person picks a “card” from the pdf document, reads the event aloud, and makes a brief comment on what stands out. Then switch to the next person ...

**1830s** Most southern states have laws forbidding teaching people in slavery to read. Even so, around 5 percent become literate at great personal risk.



*After all cards have been read, each person has 2 minutes to say what thoughts, feelings & questions these historical events raised for you.*

Leading for Equity



# **Situatedness: Systems of Unearned Advantage and Unearned Disadvantage**



# Systems of Advantage

White privilege is an invisible, weightless knapsack of special provisions, maps, passports, codebooks, visas, clothes, tools, and blank checks...an invisible package of unearned assets which I can count on cashing in each day.

Dr. Peggy McIntosh



## Dyad:

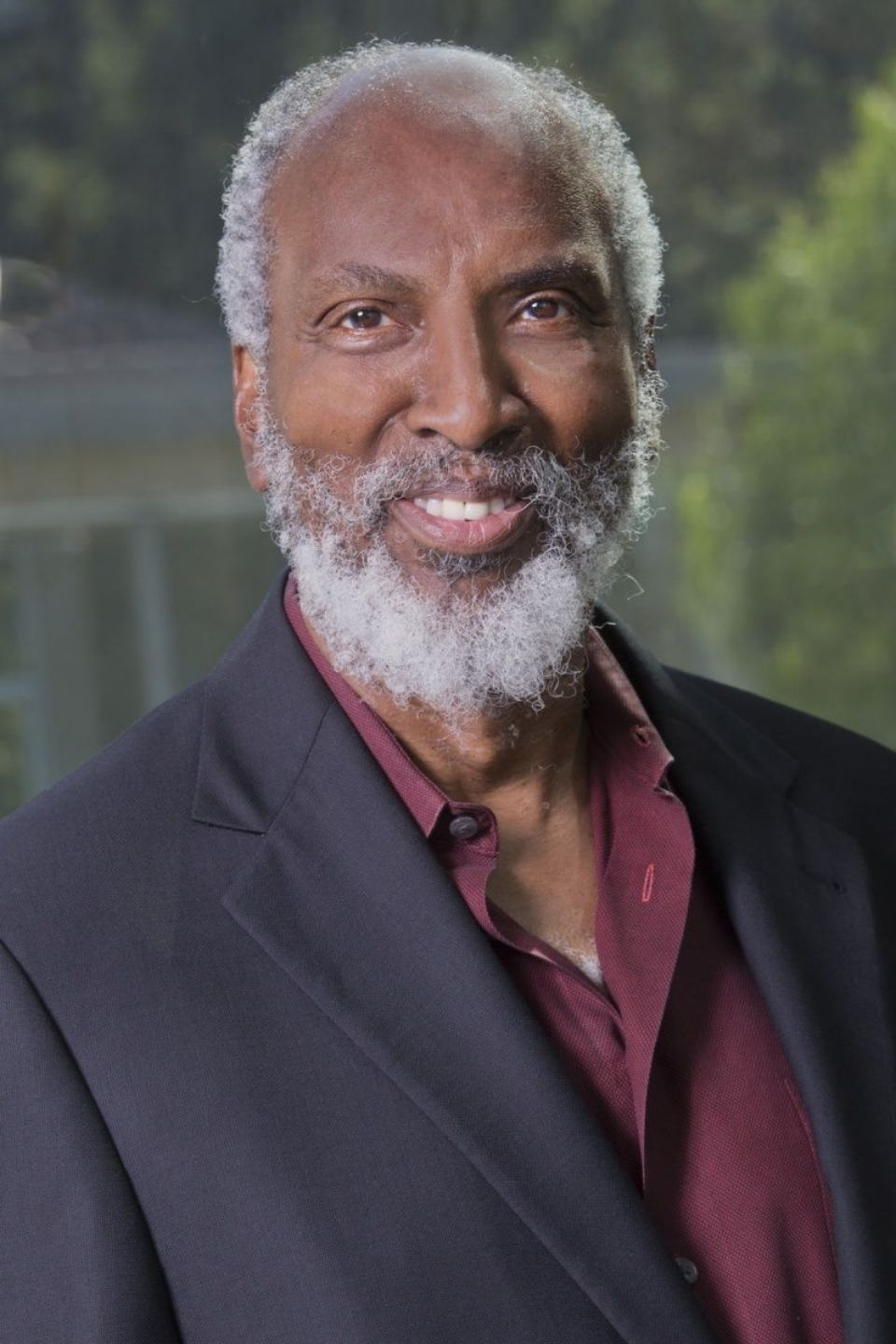
In what way(s) have you experienced unearned disadvantage?



## Dyad (same partner):

In what way(s) have you experienced unearned advantage?





“

The pain of the world is  
a cry for belonging.

john powell





# Othering

a set of dynamics, processes, and structures that engender marginality and persistent inequality across any of the full range of human differences based on group identities



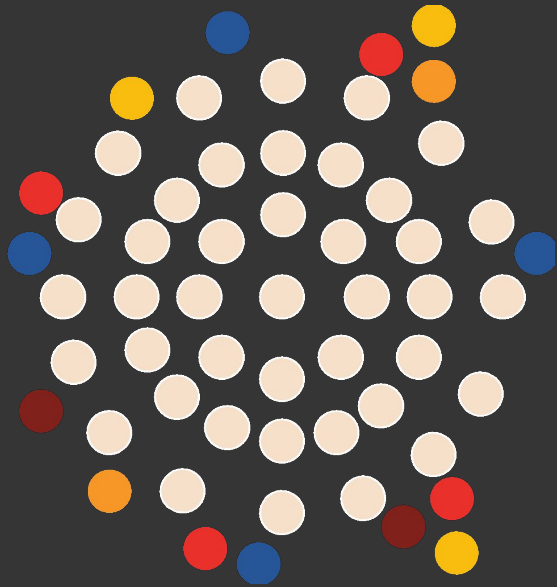
Othering is artificial; we have created it

Important distinction:  
*The opposite of “othering” is not “saming”*

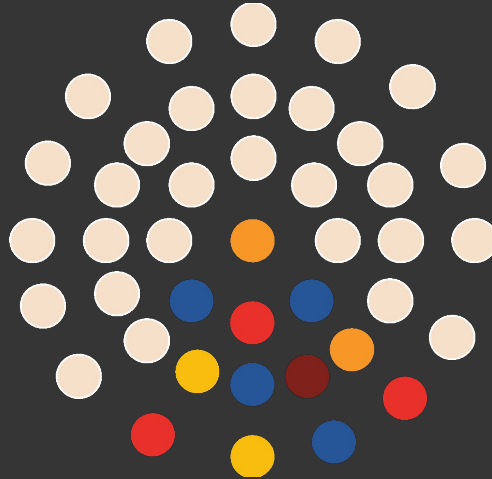




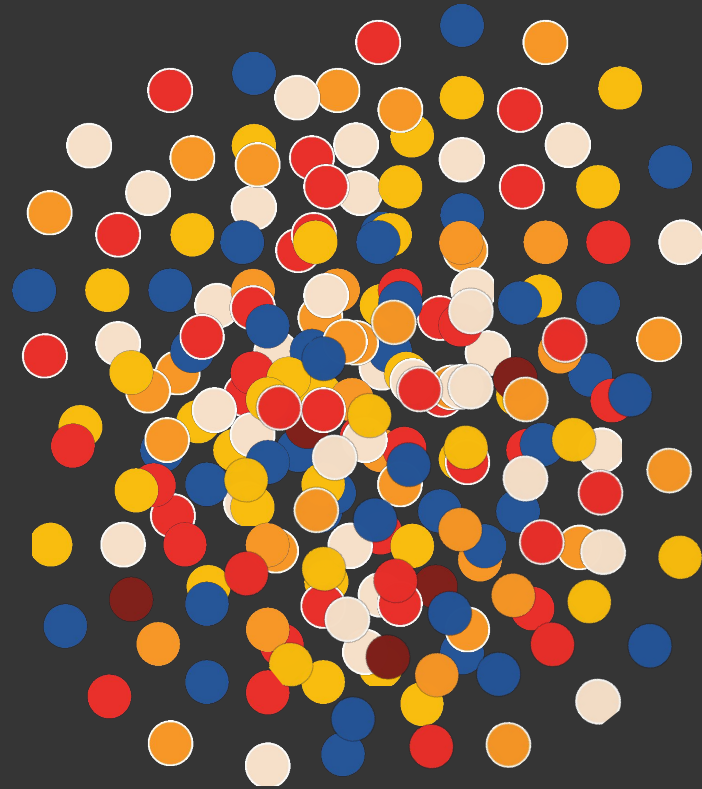




**Exclusion**



**Integration**



**Belonging**

Adapted from john powell

SNI Racial Equity Community of Practice

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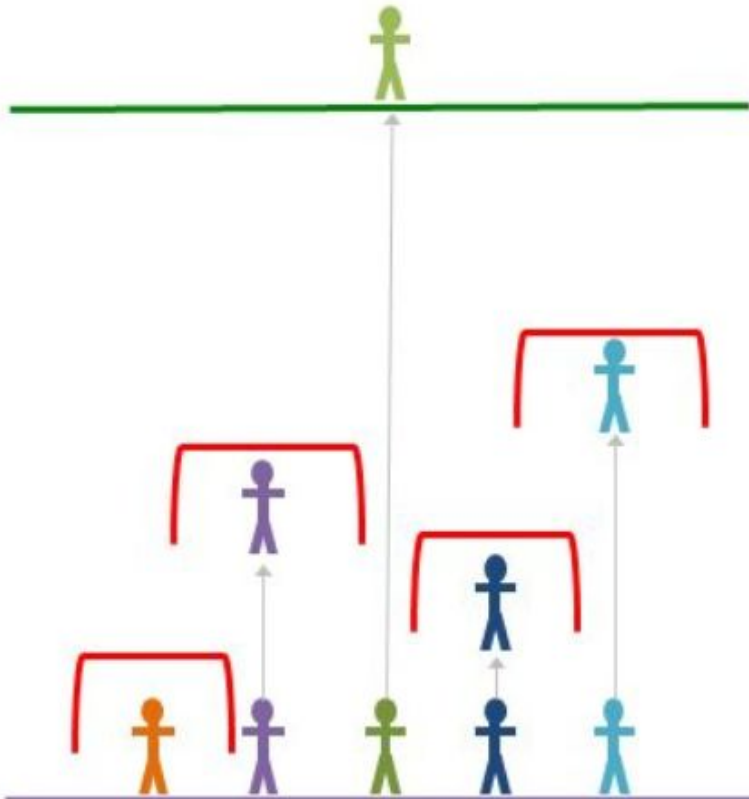
# Targeted Universalism



# What is Targeted Universalism?

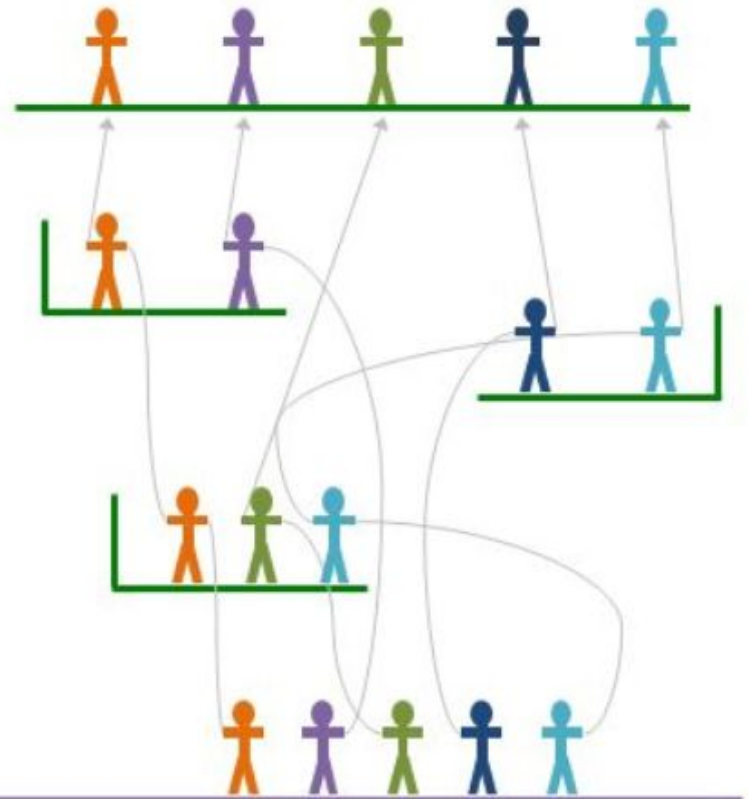
Targeted universalism is an approach for achieving equity that sets universal goals and identifies targeted strategies aimed at changing structures that impede attainment of the universal goals by particular segments of the population.





**Structural Inequity**

vs.



**Targeted Universalism**

# Equity Considerations

- Know your focal populations and how they are situated relative to your goals
- Identify the structural and institutional arrangements / supports that facilitate and/or hold back attainment of goals for different populations
- Build off an analysis of the underlying conditions that contribute to inequities and target strategies that addressing those systemic conditions, not just their symptoms
- Target structures...not people



SNI Racial Equity Community of Practice



# Emergent Strategy and Intentional Adaptation



# Big Ideas / Principles

- **Emergence & Emergent Strategy**
- **Complexity**
- **Change is Constant**
- **Being in Control vs. Having Influence**
- **Intentional Adaptation**
- **Leaping into the Unknown**





# Learning From Birds

Starlings murmuration consists of a flock moving in synch with one another, engaging in clear, consistent communication and exhibiting collective leadership and deep, deep trust. Every individual bird focuses attention on their seven closest neighbors and thus manage a larger flock cohesiveness and synchronicity (at times upwards of over a million birds).”

**Sierra Pickett**





*How we live and grow and stay purposeful in the face of constant change actually does determine both the quality of our lives, and the impact that we can have when we move into action together.*

