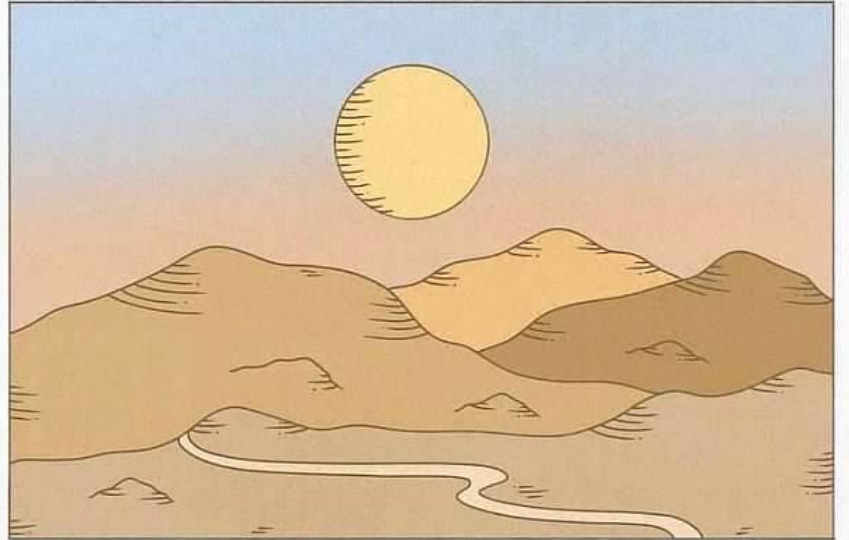


Foundations for Equitable Public Engagement

**Lucretia Robertson, Principal/Owner
Clarity Partnerships**

NO MATTER WHERE
WE ARE STANDING,



WE ARE STANDING ON
INDIGENOUS LAND.“

-SEAN SHERMAN

WE ARE ON INDIGENOUS LAND

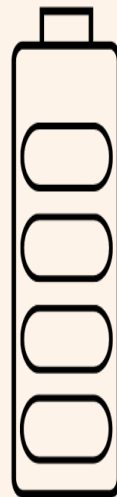
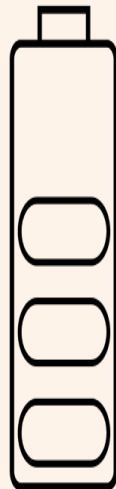
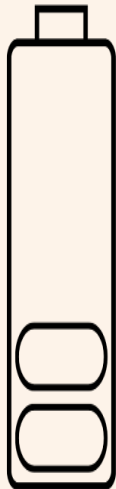
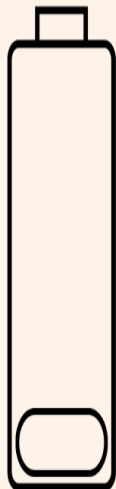
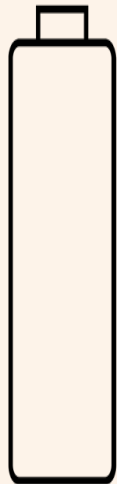
We are seated on the ancestral lands of the Port Gamble S’Klallam Tribe and Suquamish Tribe, whose land we now have the privilege of gathering.

To say this is to acknowledge a debt to those who were here before us and to recognize our responsibility to respect and honor the intimate relationship Indigenous Peoples have to this land. We do this to remind us of the history that has shaped our present and will continue to shape our future. It also reminds us to be intentional in our relationship with the land and with the people indigenous to this region. Our work needs to be informed by that history in order to best serve our communities and realize our commitment to be inclusive organizations. This statement although a small gesture towards reconciliation is a call to move beyond words and into meaningful action.



Today's learning journey

- The history of legalized disenfranchisement
- The definition of equity and why it matters
- Unconscious patterns and structural barriers to equity
- Tools to identify and advance opportunities to ensure full participation



0%

25%

50%

75%

100%

CHARGING

Community Building Practices

The Four Agreements for Courageous Conversations
by Glenn E. Singleton

Stay Engaged

This means “remaining morally, emotionally, intellectually, and socially involved in the dialogue”.

Experience Discomfort

This norm acknowledges that discomfort is inevitable, especially in dialogue about race, and that participants make a commitment to bring issues into the open.

Speak Your Truth

Use “I” statements when talking. You are the only person who has your unique experiences.

Expect and Accept Non-closure

This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions. Be aware that racial understanding requires ongoing dialogue.

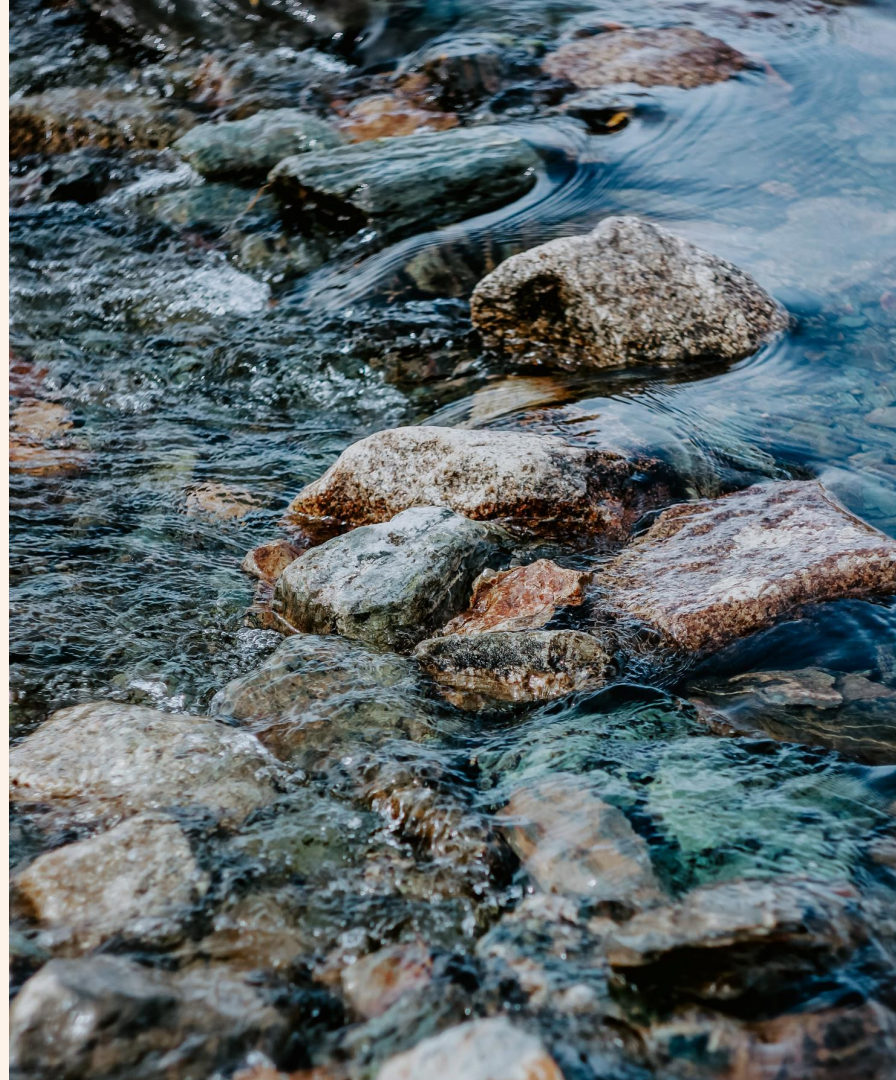
The Art of Conversation

(adapted from Margaret Wheatley)

“Human conversation is the most ancient and easiest way to **cultivate the conditions for change** – personal change, community and organizational change, planetary change. If we can sit together and talk about what’s important to us, we begin to come alive. We share what we see, what we feel, and we listen to what others see and feel.”

Process for Learning and Reflection

1. Widen our lens.
2. Look back to look forward.
3. Reflect out then in.



LOOK BACK TO LOOK FORWARD

The history of legalized disenfranchisement

History of Discriminatory Legislation

1854 - People v. Hall

This California Supreme Court case ruled that the testimony of a Chinese man who witnessed a murder by a white man was inadmissible, denying Chinese alongside Native and African Americans the status to testify in courts against whites.

<https://immigrationhistory.org/timeline/>

1875 - Minor v Happersett

The U.S. Supreme Court declares that despite the privileges and immunities clause, a state can prohibit a woman from voting. The court declares women as “persons,” but holds that they constitute a “special category of nonvoting citizens”

<https://nationalwomenshistoryalliance.org/resources/womens-rights-movement/detailed-timeline/>

1882 - Chinese Exclusion Act

Excluded Chinese "skilled and unskilled laborers and Chinese employed in mining" from entering the country for ten years under penalty of imprisonment and deportation."

<https://blogs.loc.gov/law/2022/05/the-chinese-exclusion-act-part-1-the-history/?locl=bloglaw>

1800 - 1930 AND UNEQUAL

SLAVERY

CIVIL WAR

Emancipation Proclamation
 Ended the practice of slavery in the Union, while also technically applying to rebellious Confederate States.

Reconstruction

The defeat of the Confederacy at the end of the Civil War ushered in the era of Reconstruction where Blacks began to assert their economic independence and political power. With protection from Union soldiers, newly freed people exercised their right to vote, elected the first Black officials, and enjoyed a period of relative stability and freedom. Yet even during Reconstruction, Black Codes, violence, lynchings, and other intimidation tactics disenfranchised Blacks throughout the South. For example, by the time of the 1868 presidential election of Ulysses S. Grant, the Ku Klux Klan and other terrorist groups used brutal violence to intimidate Republican voters. In Kansas, over 2,000 murders were committed in connection with the election. In Georgia, the number of threats and beatings was even higher, and in Louisiana, 1,000 Blacks were killed. In those three states, Democrats won decisive victories at the polls.

Compromise of 1877:
Federal Troops Removed from the South
 The backlash against Reconstruction under Ulysses S. Grant continued throughout the 1870s and Blacks were again brutalized during the 1876 election. The contested Presidential election results forced a compromise where Democrats agreed to allow sufficient electoral votes for Republican Rutherford B. Hayes in exchange for the removal of Federal troops from the South, the restoration of property ownership and political power to wealthy White Democrats, many who were former slave owners. The White backlash era of "Redemption" began, reversing the gains of Reconstruction while giving rise to the Jim Crow segregation, violence, terror and disenfranchisement.

SAVANNAH MASSACRE AT UNBIDDEN KNEE

1880-1920 Immigration in America

From 1880-1920, the United States received more than 20 million immigrants, with the majority arriving from Central, Eastern, and Southern Europe. Many came to escape famine or persecution, others were allured by economic opportunities spurred by an industrializing and expanding nation. The majority of immigrants settled in large, crowded tenement districts of Northern industrial cities. These neighborhoods would later become "redlined" areas.



A Brief Window
 In the cartoon to the left, we see an African American man voting for the first time while a white politician looks on in disgust.



1877 JIM CROW

Jim Crow was a government sanctioned system that suppressed African American civil rights and allowed "separate but equal" to be the ruling doctrine. Starting with Mississippi, Southern states passed new constitutions or amendments that effectively disenfranchised most Blacks and even some poor Whites through a combination of poll taxes, literacy and comprehension tests, and residency and record-keeping requirements. This racial caste system was enforced through both state-sanctioned and vigilante terror and intimidation.

1919 Red Summer

Following WWI, growing labor tensions and scarcity of employment opportunity between immigrants and Blacks led to racial violence. The Red Summer refers to these race riots that occurred in more than three dozen cities during the summer and early autumn of 1919.

GREAT DEPRESSION 1929

The Great Depression caused widespread economic hardship. The lack of any formal social safety net meant that the jobless, homeless and hungry had to rely on the kindness of charitable organizations, such as churches or settlement houses, for any assistance.

1914 Federal Jobs Resegregated

Newly elected President Woodrow Wilson orders the physical resegregation of federal workplaces and employment after nearly 50 years of integrated facilities.

1915 Birth of A Nation
 D.W. Griffith's film celebrates "supremacy" and the Ku Klux Klan portraying Blacks as criminal, unintelligent, and lazy. The film reinforced violence towards Blacks as justifiable and necessary to protect society.



Minstrel Show
 Above we see a performer in Black Face as Crow, a comical figure who mocked the "stupidity and simplicity" of Black people. The Song "Jim Crow" was so popular, in 1841 a jurisdiction in Mexico mistook it as the U.S. National Anthem and played the song upon a visit from the U.S. Ambassador to Central America.

1865-1940s Sharecropping

Under the system of sharecropping, freedmen and women would work a piece of land and split the harvest with the owner. The supposed goal was for the sharecropper to eventually own the land. However, landowners would charge exorbitant interest on tools and other goods purchased by the sharecropper, furthering their dependency on the landowner. Sharecroppers were rarely able to pay in full and would remain perpetually in debt. A new form of servitude emerged, gripping freedmen and women into a similar bondage as slavery.

1896 U.S. Supreme Court ruling of Plessy vs. Ferguson

This ruling marked the beginning of a 58-year period where Jim Crow went largely unchallenged and condoned by the federal government. Homer Plessy, a Black man who tried to board a White-only train in Louisiana (the car designated for Blacks was full), was forcibly removed and jailed. In court, he claimed the Louisiana segregation laws violated his 13th and 14th Amendment rights. The 8-1 Supreme Court decision ruled that equal rights did not mean co-mingling of the races, effectively facilitating and formalizing the legal doctrine, "separate but equal".

1910 Racial Zoning

Baltimore Mayor Mahool introduced a racial zoning ordinance that forced residential segregation and stipulated that households could live in certain neighborhoods according to race. The ordinance also required all new housing development to be race specific.

Municipal Ordinances: A Tool For Segregation and Discrimination





LADIES PICKET
TAILORS
STRIKERS

LADIES PICKET
TAILORS
STRIKERS

History of Discriminatory Legislation

1890s - 1960s Literacy Tests for Voting

Literacy tests used to disenfranchise blacks

<http://www.altoarizona.com/history-of-racist-us-laws.html#dawesact>

1907 - Eugenic Sterilization Law for People with Disabilities Enacted

Indiana becomes the first state to enact a eugenic sterilization law—for "confirmed idiots, imbeciles and rapists"—in state institutions.*

<https://disabilities.temple.edu/resources/disability-rights-timeline>

1917 - Immigration Act

Specifically restricted immigration by individuals who exhibit "constitutional psychopathic inferiority," a legislative classification also used to discriminate based on sexual orientation.

<https://www.boundless.com/blog/a-short-history-lgbtq-immigration-policy/>

NOTICE

Headquarters
Western Defense Command
and Fourth Army

Headquarters of San Francisco, California
March 24, 1942

Civilian Exclusion Order No. 1

Western Defense Command and Fourth Army
War-time Civil Control Administration

INSTRUCTIONS TO ALL JAPANESE

Living on Bainbridge Island

The following instructions must be observed:

Go to the Civil Control Office at the Anderson Dock
between 8:00 A.M. and 3:00 P.M. on March 24, 1942.





CONNECTING THE PAST TO THE PRESENT

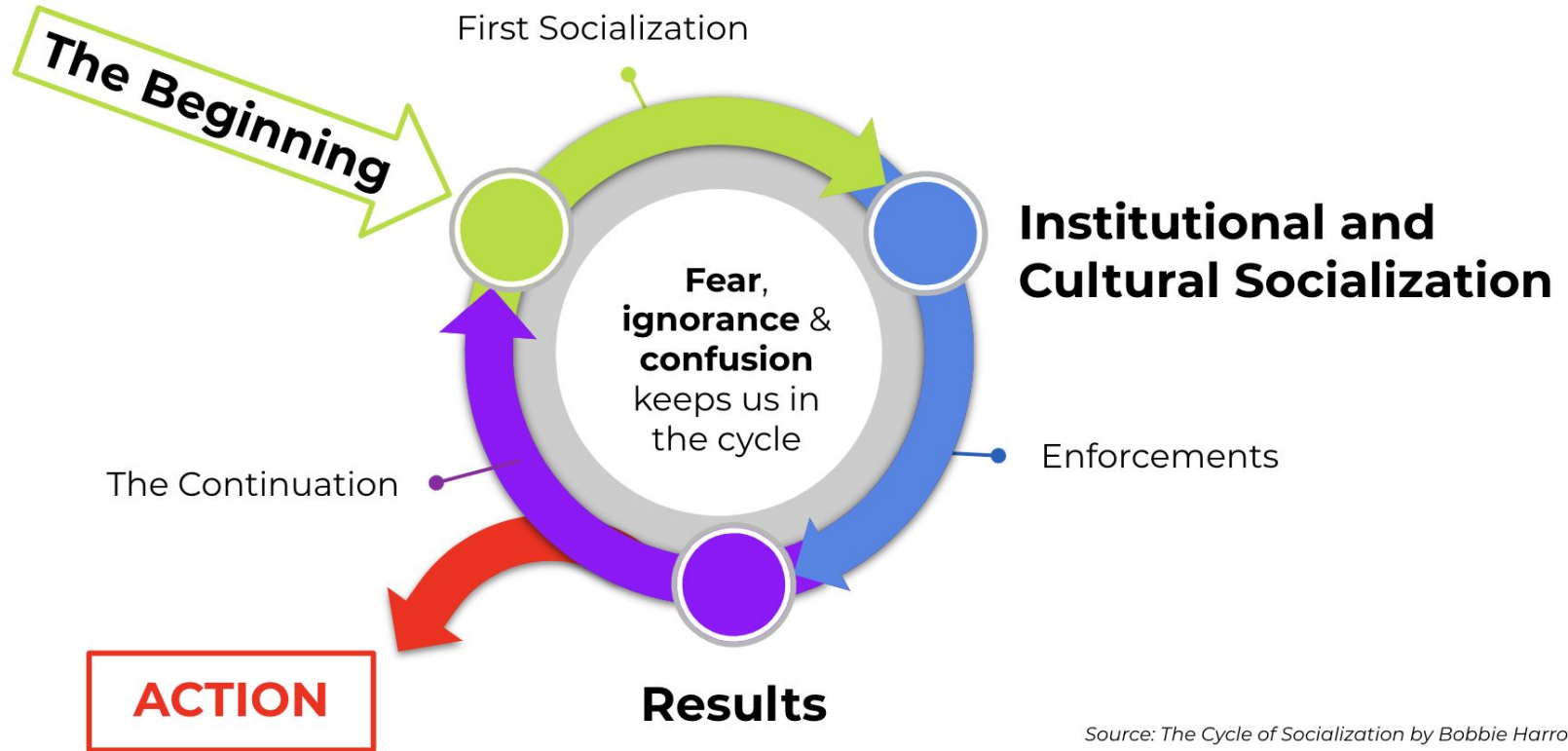
- Inequities are a result of institutionalized policies at the local, state, and federal levels.
- Resulting in disparities in housing, healthcare, employment, education, and other dimensions of human rights.

Reflection: What are present day examples of inequities resulting from discriminatory laws?

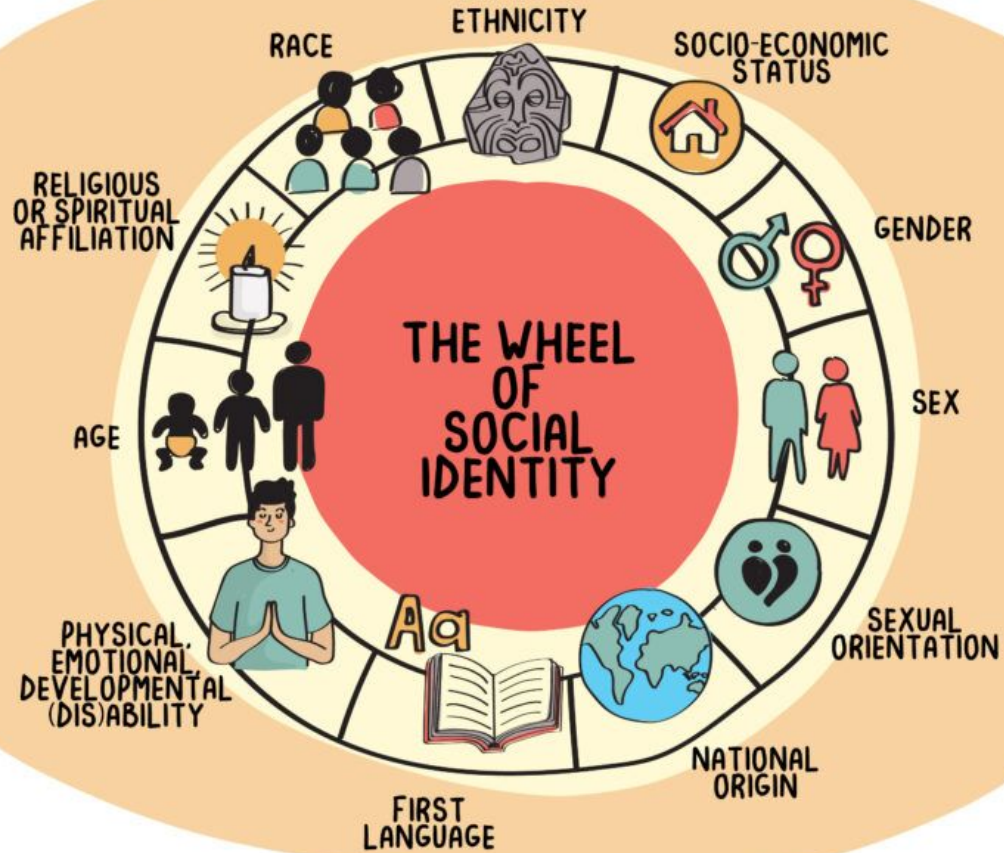
A SYSTEM WE'VE ACQUIRED

Barriers to equity and why it matters

The Cycle of Socialization

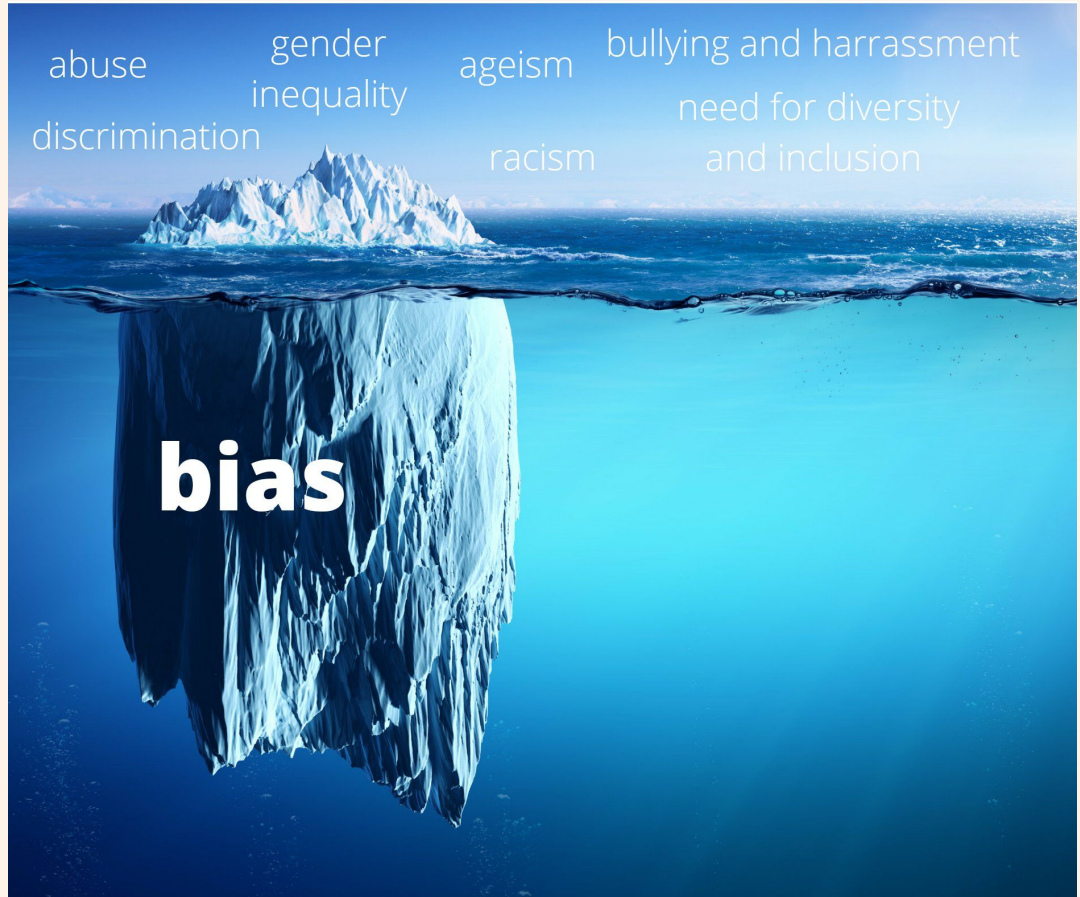


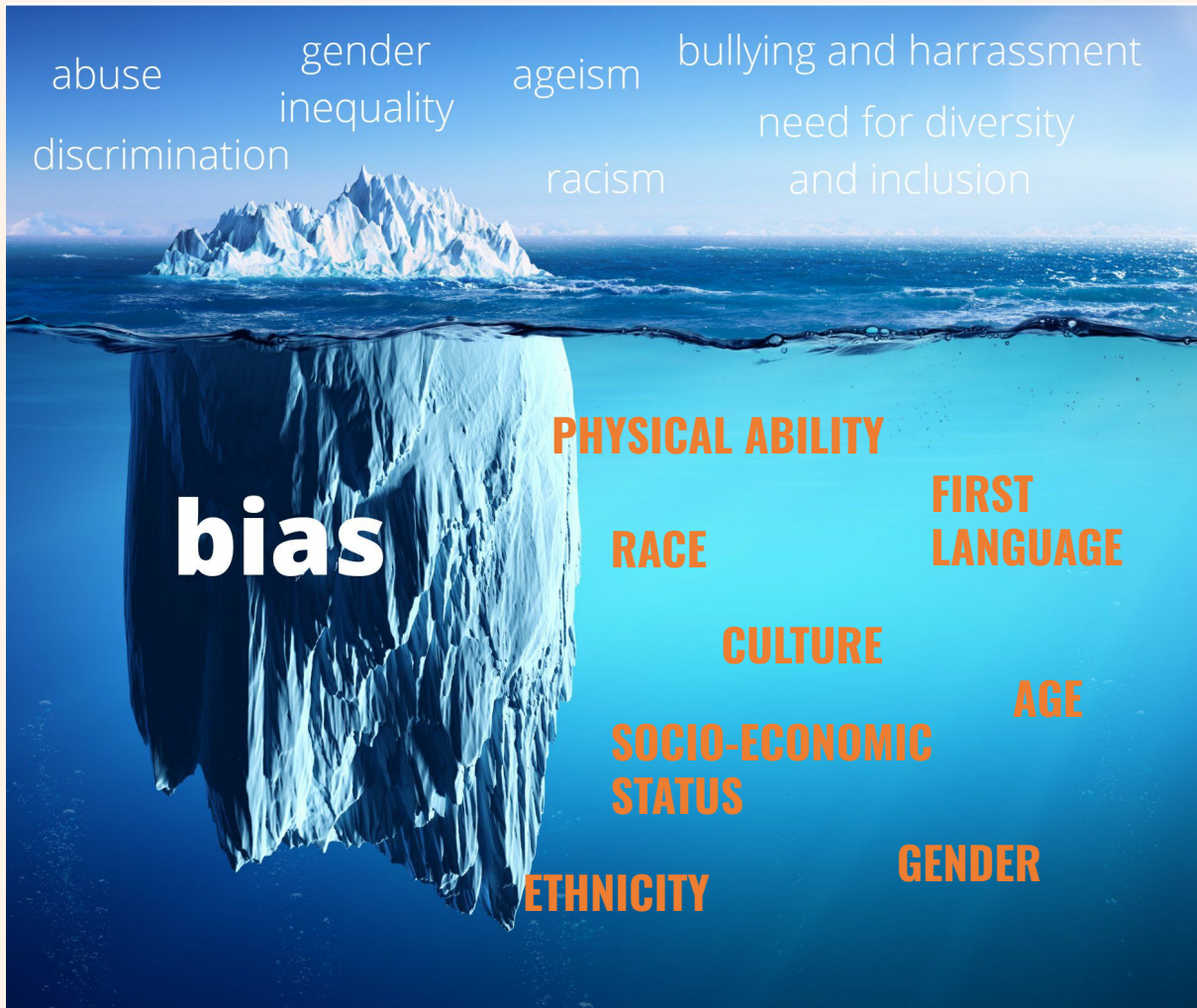
Source: *The Cycle of Socialization* by Bobbie Harro



Bias

is formed through early, repeated, reinforced and rewarded/enforced messages.





abuse gender inequality ageism bullying and harrassment
discrimination racism need for diversity and inclusion

bias

PHYSICAL ABILITY

RACE

CULTURE

SOCIO-ECONOMIC STATUS

ETHNICITY

FIRST LANGUAGE

AGE

GENDER

Types Of Unconscious Biases

Perception Bias

Halo effect

Affinity Bias

Beauty Biases

Confirmation Bias

Gender biases

Types of Unconscious Biases

A preference for individuals/others who are similar to us in attributes or perspectives.

Affinity Bias

Tendency to prefer one gender over another.

Gender Biases

When our perception is distorted based on assumptions about a group that a person belongs to.

Perception Bias

When we interpret evidence or information that confirms a pre-existing belief.

Confirmation Bias

Overall impression of a positive attribute influences our we feel or think of others.

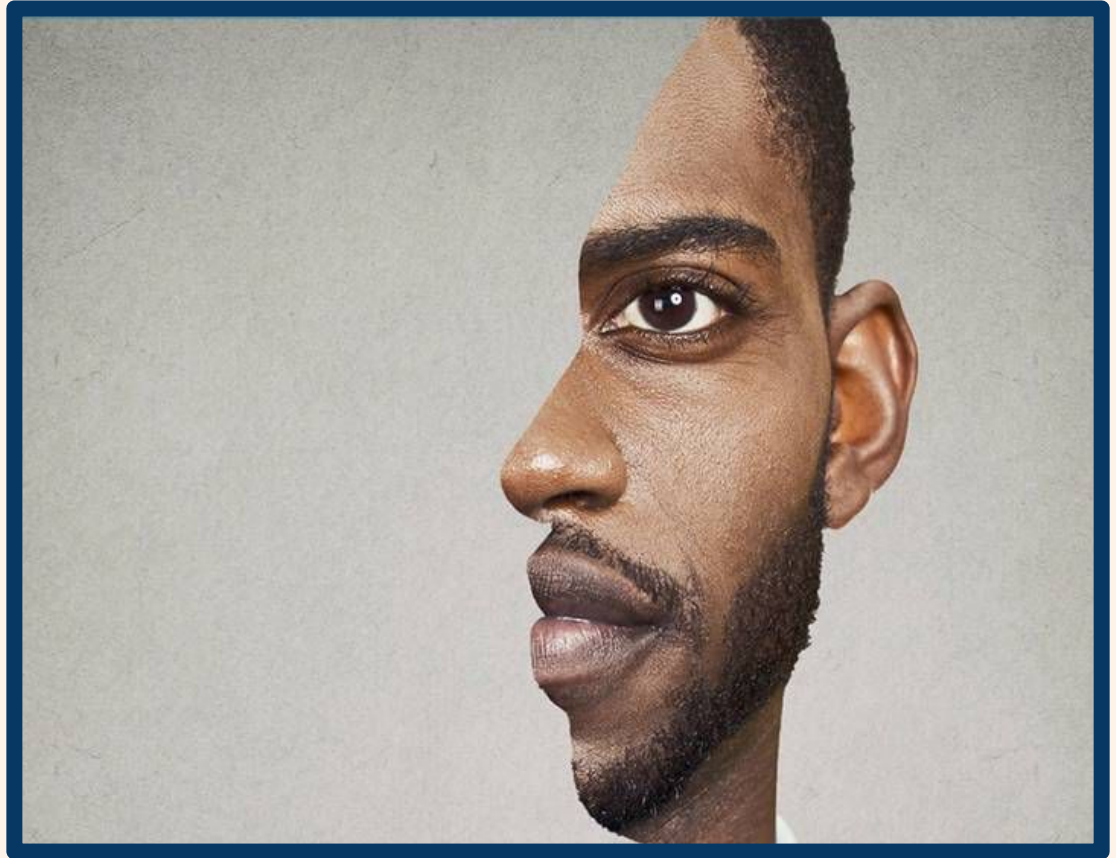
Halo Effect

Physical attributes to contribute to a perception of attractiveness and "goodness"

Beauty Biases

The Framing Effect

The way the data (information) is presented can affect our perceptions of that data.



Fox News v. Fox News Latino

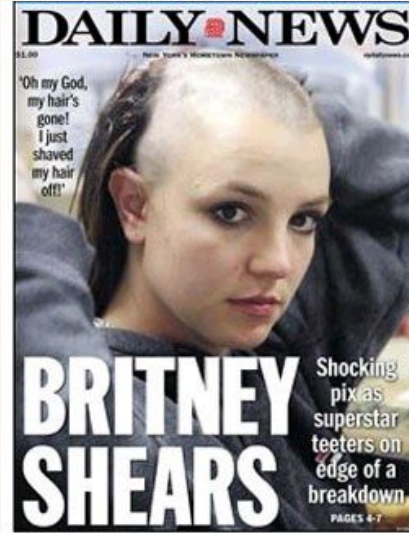
How do they frame the same story for two different audiences?

In Rare Move, University Grants \$22K Scholarship To Undocumented Student

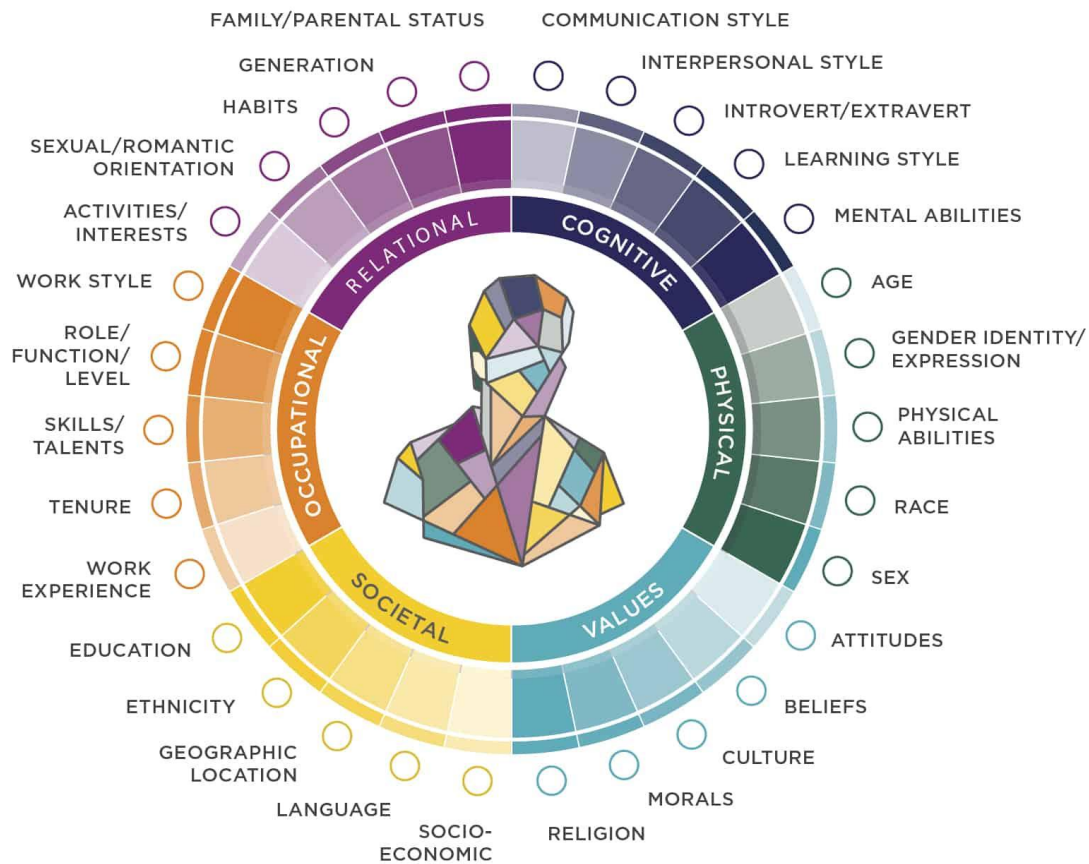
By Elizabeth Lorente / Published August 06, 2014 / Fox News Latino



mediamatters.org



Korn Ferry Diversity Dimensions



Exploring Identities

Identify the identities you claim or those ascribed to you and place a ✓ or ✗ in a corresponding column.

		Which identities ...				
Social Identities	My Group Membership	Am I most aware of?	Do I think about least?	Affect how others think of me?	Affect how I perceive myself?	Create access for me?
Gender Identity						
Race(s)						
Ethnicity(ies)						
Sexual Orientation						
Religion						
Social Class						
Age/Generation						
Physical Ability						
Mental Health						
Beliefs						
Culture						

Exploring Identities Identify the identities you claim or those ascribed to you and place a ✓ or ✗ in a corresponding column.

<i>Lucretia</i>		Which identities ...					
		Social Identities	My Group Membership	Am I most aware of?	Do I think about least?	Affect how others think of me?	Affect how I perceive myself?
+	Gender Identity						
	Race(s)	Black	✓		✓	✓	
	Ethnicity(ies)						
	Sexual Orientation						
	Religion	Christian	✓				
	Social Class	Middle		✓			✓
	Age/Generation						
	Physical Ability	Mostly	✓				
	First Language	English	✓				✓
	Education	Graduate		✓			✓
	Work Experience	<input type="text"/>					

Terms and Concepts

DIVERSITY

The ways in which an individual is unique that includes dimensions of race, ethnicity, gender, sexual orientation, socio- economic status, age, physical abilities, religious beliefs or political beliefs.

INTERSECTIONALITY

The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups (Miriam Webster)

LIVED EXPERIENCE

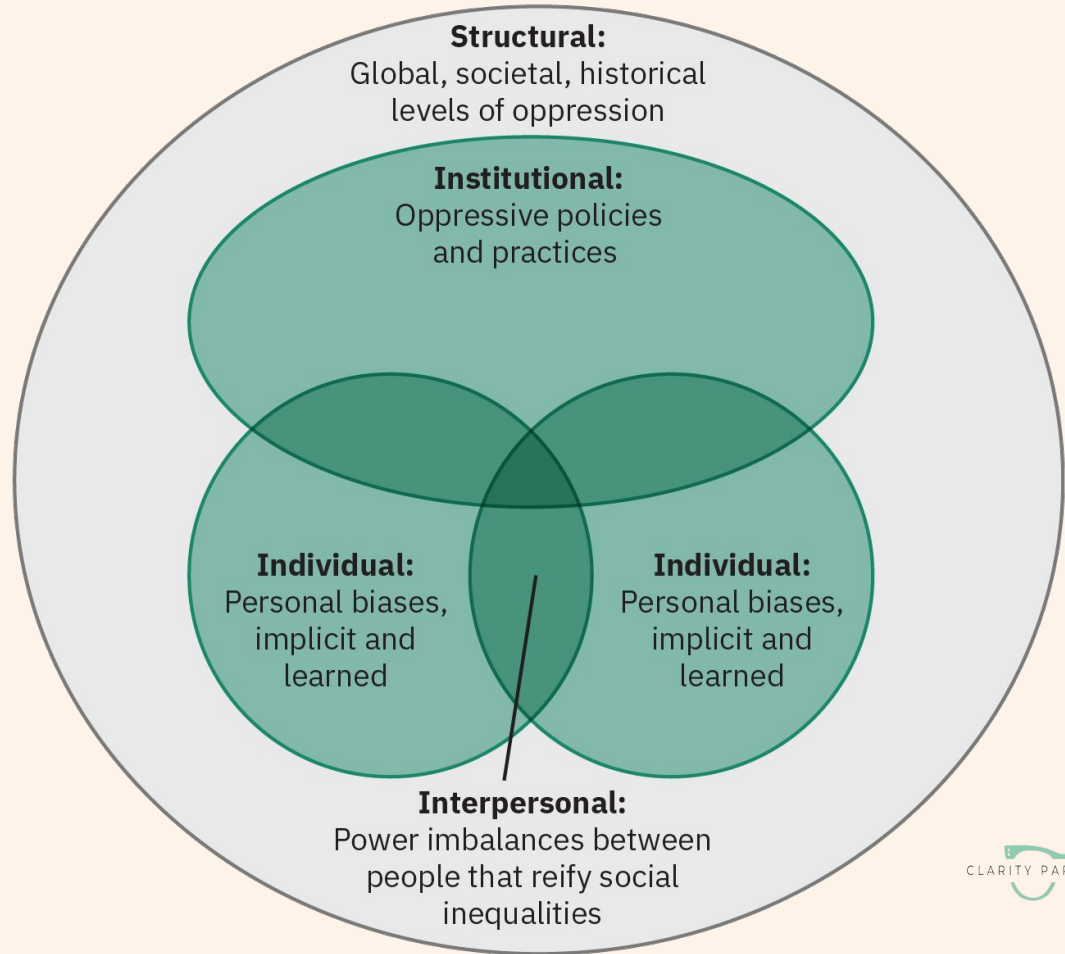
Personal knowledge or direct experience gained through first-hand involvement, choice and decisions and the effect of that experience on one's identity (claimed or ascribed).

OPPRESSION

a combination of prejudice and institutional power that creates a system that regularly and severely discriminates against some groups and benefits other groups.

Systems that are imbalanced

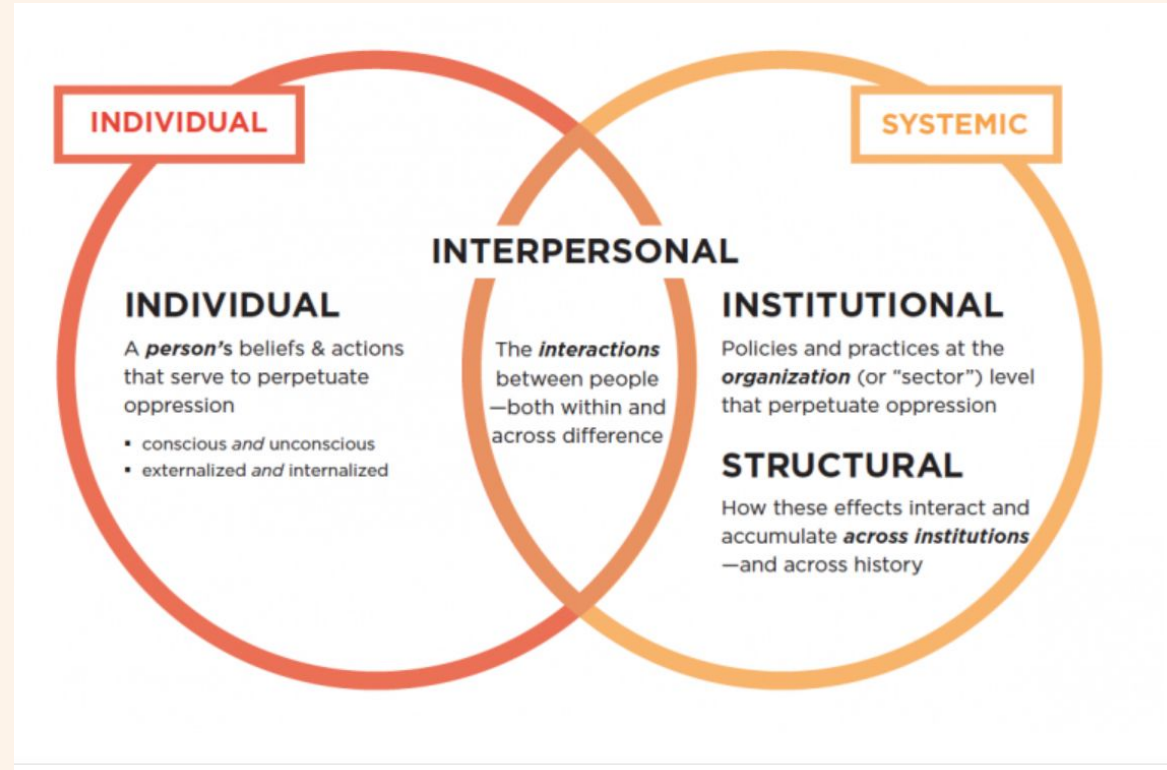
Overtime we can see
how these factors
reinforce patterns that
ripple within and across
systems.



The Top of the Iceberg: The Outcomes of Bias

Questions we might ask ourselves:

- What inequitable patterns of experience and outcomes are playing out in our system? How do we know?
- What structures and system dynamics are contributing to these inequitable patterns?



Lens of Systemic Oppression – National Equity Project

Equality



Equity



Key Takeaways:

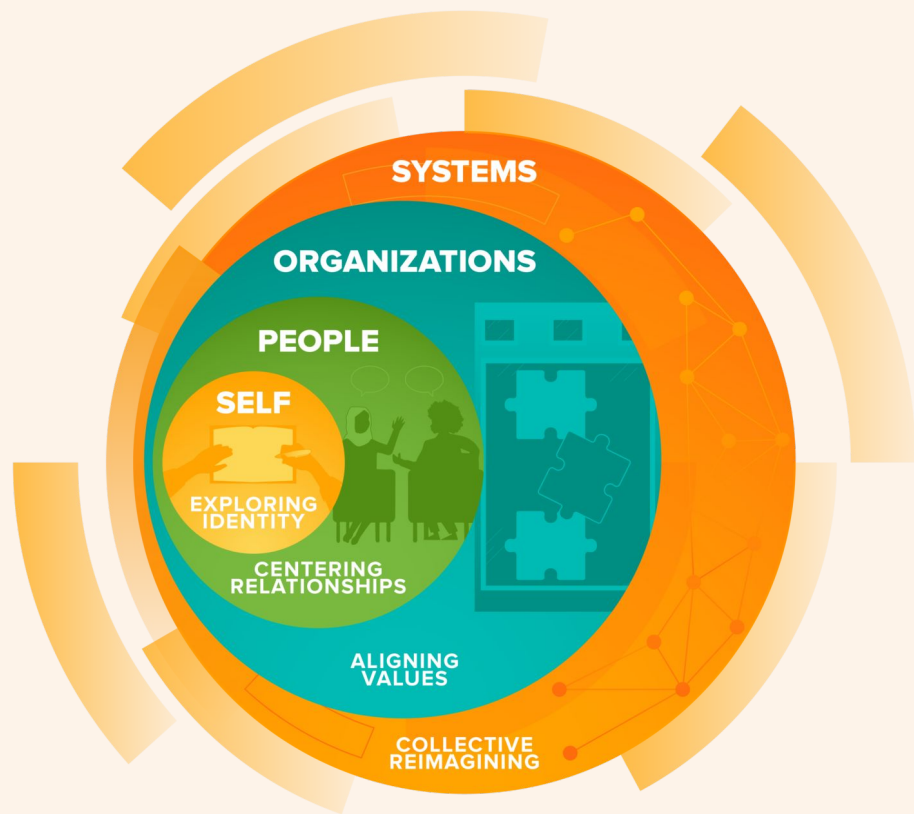
1. Equity and equality are different.
2. Equality means everyone is treated the same exact way, regardless of differences.
3. Equity means everyone is provided with what they need to succeed.

Self to Systems

Using an equity lens to address inequities

Addressing systemic barriers and inequities

- To beware of inequities that exist within the communities we serve
- To be deliberately inclusive
- To ensure full participation across intersecting identities



Start with an equity lens

Equity Lens as a metaphor

The *lens* is a metaphor that primes us to take a deeper look at root causes and their connection to disparate outcomes and experiences.

- Look at who is in the room.
- Examine who is making decisions.
- Identify who is getting left out of the conversation.
- Focus information gathering and decision-making on those most impacted by decisions.



An equity lens leads us to adopt an **equity framework**

A “framework” can begin as a simple set of questions:

- Who benefits - *most*?
- Who is not included?
- What contributes to this exclusion?
- What can we do differently to ensure inclusion?

More pointed questions might ask:

- Who do we exist to serve?
- Who's represented on committees, commissions, etc.?
- Who makes the decisions?
- What's the status quo?

Surface assumptions

- What assumptions do we bring to this decision or issue? • What do we assume is non-negotiable?

Engage multiple perspectives

- How have we involved those who are impacted by this policy, decision, or practice? • Who have we involved in making this decision? Who have we not involved? Why? • Are we engaging multiple perspectives? (If not, who else should be at the table to make a more informed decision?) • Whose voices are we prioritizing or centering?

Evaluate. Raise racial awareness

- How will you evaluate the outcomes and who will you share your evaluation with? • What does “success” look like? • How will you use evaluation to raise racial awareness and increase competence?

Communicate

- Who will this decision be communicated to? • How do we ensure communication takes place in an inclusive, culturally sensitive, and responsible manner?

Set and evaluate outcomes

- What are the intended outcomes? • What are possible unintended outcomes? • How will this policy, decision, or practice increase or decrease racial equity (e.g., increasing or decreasing barriers)? • What are the barriers to creating more equitable outcomes?

Equity Lens
for making better decisions



nkcdc.org *Equity Lens*



Ideas into Action

Three ways you can apply what you learned today

1. Research the history of legislation relative to the area your advisory group serves.
2. Explore some of the ways in which your identity creates more or less access (opportunity) for you.
3. Take note of the ways in which inequity is experienced in the organizations or groups you are part of.



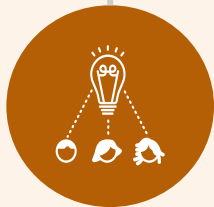
Well-Spaces

Our mission is to create workplaces that are well-spaces; where women feel seen, heard, welcomed, and valued.



Women of Color

We partner with Women of Color in leadership to sharpen their self-leadership skills and increase their visibility in the workplace.



Organizations

We work with organizations to build a supportive community to learn, reflect, and create change together.