

Equity is intersectional – the systematic injustice endured by a person of color may be amplified or complicated by other biases, such as sexism and ageism.

Question: What do you think is important to remember when forming a definition of equity for your organization or community? (Type answer in chat)

Education and Awareness

Recognize and acknowledge systemic racism and the fact we all currently operate in a white supremacist culture. Also, the importance of not doing business as usual.

The connection between economic disparities, ethnic disparities, and sexism.

People with disabilities have and continue to face inequities in health and human services and overall access in the community.

Importance of training health care professionals & social service providers about working with the whole person—their physical health & their mental health. Not separating the two. They're interconnected.

equity = abandoning old ways of hiring (i.e. economic opportunity) that include "people I want to have a beer with" (which often equals people-like-me), or "4 year degree required" when many have not had these opportunities. Define what the job/hiring needs to do, what Kevin said.

How you measure progress toward your equity goal

Look at issues from both internal and external perspectives. Historical facts must be part of the conversation.

It is important to remember that equity is about the spectrum of human experience based on historical inequities

It's important to remember that I don't know what I don't know, and to not make assumptions.

Keep in mind that all people need the same basic issues resolved in their lives.

Look at issues from both internal and external perspectives. Historical facts must be part of the conversation.

Curiosity and humility

Really grappling with how equity is more than hiring/promotion policies and practices and embedded in program design, implementation and evaluation.

Don't take anything for granted.

Get advice if needed..Be Proactive..watch out for indirect discrimination.

MAKING THE DIFFERENCE