



Email: annette@eqtbydesign.com

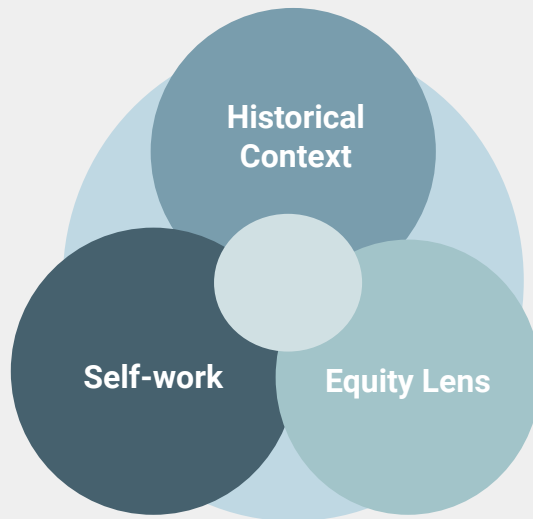
Design thinking for inclusive, equitable, people-centered outcomes

www.eqtbydesign.com

SMC Equity Lens Workplan

Logistics: 1 hour each SMC meeting, Closed Session - 5 hours of content - starting July

1. History
 - Madison and US
 - See to know differently
 - How does the history land for you
 2. Terminology and Identity
 - Self Identity
 - Blindspots
 - Definitions
 3. Impact and the Work Ahead
 - GI and Redlining
 - Foundational ideas around Equity Lens
 - Point of View
 - Individual vs Systemic
 - White cultural norms
 4. Equity Lens
 - Learning and discussion
- Wrap Up and Next Steps
- Action Plan and Resources



Focus Areas

EQT By Design

Ground Work for Equity Lens

EQT By Design

Anti-Racist Imperative

We must
develop people
who can...

+

Transform organizations...

...and help eliminate inequitable practices, and cultivate the gifts, talents and strengths of people!

→

So that success and failure are not predicted based on a person's identity

...racial, cultural, economic or any other social identity factors

EQT By Design

To See Differently

1. Learning - Understanding what it takes to build and sustain a culture to support the vision-- understand the role of self, self to others, and self within systems.
2. Language - What we use to talk about Equity, Inclusion, Anti-racism, and Diversity
3. Vision -- How we want to operate internally and externally of ourselves.
4. Support - Develop the environment that will build and sustain the vision.

EQT By Design

**Seeing
differently
means to KNOW
differently**

Learning

Understanding what it takes to
build and sustain a
(organizational) culture to
support the vision.

Which means understanding
the complexity of what is
ahead...

EQT By Design

Historical Context

EQT By Design

**YOU CAN'T
CHANGE YOUR
PAST, BUT YOU
CAN LEARN FROM
IT AND CHANGE
YOUR FUTURE.**

PictureQuotes.com

Change requires context

EQT By Design

American Slave Trade

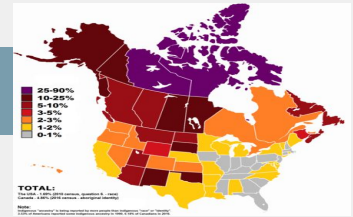


- American Slave trade 1619-1807
- In 1860 there were **3,953,761 slaves** and there were **487,970 free African Americans**
- U.S. Abolished slavery in 1865
- Slaves were property and were worth more than all of the industry going on at the time (field slaves worth \$1200-1800/ea)
- While men made money off of the labor -- cotton, rice, corn, tobacco

Source: <https://www.nationalgeographic.org/interactive/slavery-united-states/>

EQT By Design

Native Indigenous Americans



- The ancestors of living Native Americans arrived in the US at least 15,000 years ago, possibly much earlier
- European colonization of the Americas, began in 1492, resulted in a decline in Native population through introduced diseases, warfare, ethnic cleansing, and slavery. [3 million to 18 million]
- The Indian Citizenship Act of 1924 granted U.S. citizenship to all Native Americans born in the United States who had not yet obtained it
- Bill of Rights protections do not apply to tribal governments, except for those mandated by the Indian Civil Rights Act of 1968

Source: <https://www.nationalgeographic.org/interactive/slavery-united-states/>

EQT By Design

Latino/Hispanic



- The history of Latinos and Hispanics in the United States is wide-ranging, spanning more than four hundred years and varying day United States, too. Hispanics (whether criollo or mestizo) became the first American citizens in the newly acquired Southwest territory after the Mexican–American War, and remained a majority in several states until the 20th century.
- As late as 1783, at the end of the American Revolutionary War, Spain held claim to roughly half of today's continental United States.
- 1819 to 1848, the United States and its army increased the nation's area by roughly a third at Spanish and Mexican expense, gaining among others three of today's four most populous states: California, Texas and Florida.
- The Mexican–American War, followed by the Treaty of Guadalupe Hidalgo in 1848 and the Gadsden Purchase in 1853, extended U.S. control over a wide range of territory once held by Spain and later Mexico, including the present day states of New Mexico, Colorado, Utah, Nevada, Arizona, and California. Many former citizens of Mexico lost their land in lawsuits before state and federal courts or as a result of legislation passed after the treaty.[17]
- Consistent with the predominant racial attitudes of 19th century America, Anglo miners often drove Hispanic miners out of their camps, and barred Hispanics and other traditionally "non-Anglo" groups similar to Jim Crow laws in the case of African-Americans. Between 1848 and 1860, at least 163 Mexicans were lynched in California alone.

Read more: https://en.wikipedia.org/wiki/History_of_Hispanic_and_Latino_Americans_in_the_United_States

EQT By Design

Recent immigrants to US

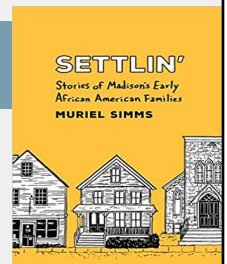


- Because the United States is a settler colonial society, all Americans, with the exception of the small percentage of Native Americans, can trace their ancestry to immigrants from other nations around the world.
- In absolute numbers, the United States has a larger immigrant population than any other country, with 47 million immigrants as of 2015.[2] This represents 19.1% of the 244 million international migrants worldwide, and 14.4% of the U.S. population.
- According to the 2016 Yearbook of Immigration Statistics, the United States admitted a total of 1.18 million legal immigrants. Of these, 48% were the **immediate relatives of U.S. citizens**, 20% were **family-sponsored**, 13% were refugees and/or asylum seekers, 12% were employment-based preferences.
- Hmong, Southeast Asian, Africans, Somali and many more are just some particularly in the midwest region ... in last 30 years (*EQT note*)

Read more:https://en.wikipedia.org/wiki/Immigration_to_the_United_States

EQT By Design

Wisconsin



- First African Americans in Wisconsin were slaves (1746)
- In 1840, fewer than 200 African Americans lived in Wisconsin, by 1860 to nearly 1,200. More arrived from the South during the Civil War
- In 1910, less than 3,000 African Americans were recorded in Wisconsin census. Most lived in cities and faced limited opportunities due to segregation.
- Large-scale migration of black citizens to Wisconsin occurred after World War II. Between 1940 and 1960, black citizens increased from 12,158 in 1940 to 74,546 in 1960.
- Drawn to jobs in industrial cities during the war, many African Americans stayed to raise their families. Most came from Mississippi, Arkansas, and Tennessee.
- Racial discrimination and segregation continued unabated strongly in 50' and 60's and still today due to redlining and segregation.

EQT By Design

Impact of Racism

- Racism in the United States has existed since the colonial era
- Involved laws, practices and action that discriminated or otherwise adversely impacted various groups based on their race or ethnicity
- Structured institutions and manifestations of racism have included genocide, slavery, segregation, Native American reservations, Native American boarding schools, immigration and naturalization laws, and internment camps
- Extensive evidence of racial discrimination include criminal justice, business, the economy, housing, health care, media, and politics in recent years in the United States - "discrimination in the United States permeates all aspects of life and extends to all communities of color."

EQT By Design

How does thinking about US history with a racial lens **affect your understanding** of your own race, influence, privilege and relationships with others?

History Reflections

EQT By Design

End of Part of ONE

- Next Meeting August 24th
- Topics: Identity / Language

QUESTIONS?

EQT By Design

**TODAY:
Self and Our Identities**

EQT By Design

A Quick Refresh...

EQT By Design

To See Differently

1. Learning - Understanding what it takes to build and sustain a culture to support the vision-- understand the role of self, self to others, and self within systems.
2. Language - What we use to talk about Equity, Inclusion, Anti-racism, and Diversity
3. Vision -- How we want to operate internally and externally of ourselves.
4. Support - Develop the environment that will build and sustain the vision.

EQT By Design

Self and Our Identities

EQT By Design

Blindspots

Challenge Assumptions



EQT By Design



My Lens

[and its limitations]

EQT By Design

Class

Education

Gender
Identity

Race /
Ethnicity

Sexual
Orientation

Ability

Location

Religious
Affiliation

Veteran
Status

Citizenship
Status

Age

Identity Dimensions

EQT By Design

Marginalized + Privileged Identities

Identity	Historically Marginalized	Historically Privileged
Race	People of color	White people
Class	Poor, working class	Middle, owning class
Gender	Women, transgender people	Men
Sexual Orientation	Lesbian, gay, bisexual	Heterosexual people
Ability	People with disabilities	People without disabilities
Language	Non-English	English
Religion	Non-Christian	Christian
Citizenship Status	Immigrant	U.S.-born

Source: msw.usc.edu

EQT By Design

Individual Reflections

Think about the first time you were first aware of race
Reflect on an experience where you felt marginalized
Reflect on an experience where you were privileged

1. How do you think those experiences **still resonate** and sit with you in the present?
2. Are there any **shared feelings, concepts, perspectives** that you see in your experiences with race, marginalization and privilege?

EQT By Design

Terminology

EQT By Design

Match the Word to the Definition:

ANTI-RACISM	BIAS	STEREOTYPE	POWER
DISCRIMINATION	PREJUDICE	EQUITY	INCLUSION
OPPRESSION	MICROAGGRESSION	DIVERSITY	RACE
COLORBLINDNESS	CULTURE	FAVORITISM	PRIVILEGE

Match the Word to the Definition:

RACISM 14	BIAS 1	STEREOTYPE 15	POWER 10
DISCRIMINATION 4	PREJUDICE 11	EQUITY 6	INCLUSION 7
OPPRESSION 9	MICROAGGRESSION 8	DIVERSITY 5	RACE 13
COLORBLIND 2	CULTURE 3	FAVORITISM 16	PRIVILEGE 12

“Owning our story can be hard but not nearly as difficult as spending our lives running from it.

Embracing our vulnerabilities is risky but not nearly as dangerous as giving up on love and belonging and joy—the experiences that make us the most vulnerable. Only when we are brave enough to explore the darkness will we discover the infinite power of our light.”

Brene Brown



End of Part of TWO

- Next Meeting September 28th
- Topics: Impact of History

QUESTIONS?

EQT By Design

**TODAY:
Impact and the
Work Ahead**

EQT By Design



“The problem with stereotypes is not that they are untrue, but that they are incomplete.

They make one story become the only story.”

Chimamanda Ngozi Adichie

Change requires context

EQT By Design

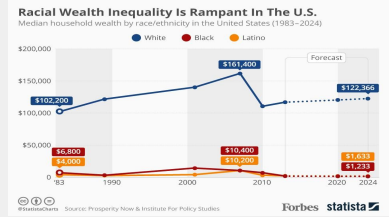
What is the work?

The Frame

- ❑ Impact of History and Us
- ❑ Questions to change and disrupt
- ❑ Moving forward

EQT By Design

Wealth impact



GI Bill (ended 1956) result of WWII (1939- 1945)

- College tuition, low-cost home loans, and unemployment insurance
- 8 million WWII white Vets received educ or training; leveraged \$4.3 million home loans worth 33 billion
- 3 million AA veterans served in this war but were not able to leverage those benefits in the same way as their white counterparts

Redlining (1933-1968) ... still impacting

- Racial discrimination in mortgage lending in the 1930s shaped the demographic and wealth patterns of American communities today, a new study shows, with 3 out of 4 neighborhoods “redlined” on government maps 80 years ago continuing to struggle economically.

EQT By Design

Shows
Video
TV Schedules
Shop
Donate
🔍

Support for PBS.org provided by: What's this?

Where Race Lives

Your Home Is Your Future

Where you live in the U.S. isn't just a matter of preference. It's also about providing for the future. Does everyone have the same access to home ownership, good schools, and resources?

Explore how government policies and past discrimination have made generating wealth easier for some Americans than others.

Uncle Sam Lends a Hand

A Tale of Two Families

The Downward Spiral

Activities require the Flash 6 plugin.

RACE: The Power of an Illusion

What Is Race? [Go Deeper >](#)

Sorting People [Go Deeper >](#)

Race Timeline [Go Deeper >](#)

Human Diversity [Go Deeper >](#)

Me, My Race & I [Go Deeper >](#)

← Where Race Lives [Go Deeper >](#)

https://www.pbs.org/race/006_WhereRaceLives/006_00-home.htm

Home | About the Series | Background Readings | Ask the Experts | Resources
 For Teachers | Discussion Guide | Check Local Listings | Order the Video | Site Map | Credits

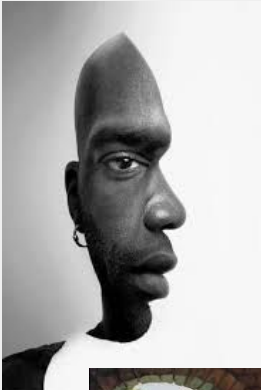
NEWS 3 NOW

CHANNEL 3000

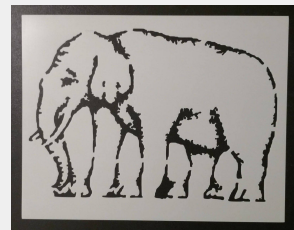
Madison and Redlining

<https://www.channel3000.com/redlining-madison-expert-describes-how-cities-we-re-designed-to-put-people-of-color-at-disadvantage/>

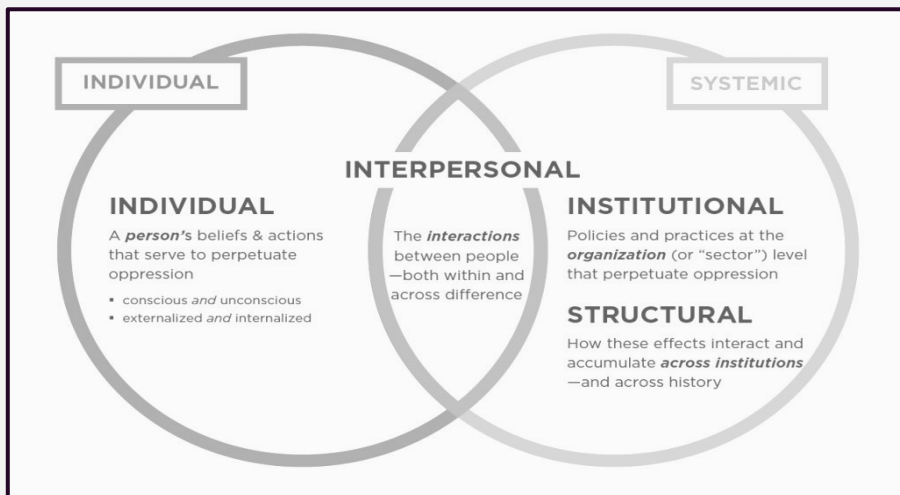
EQT By Design



Your
strongest
muscle & worst
enemy is
your mind.
Train it well.

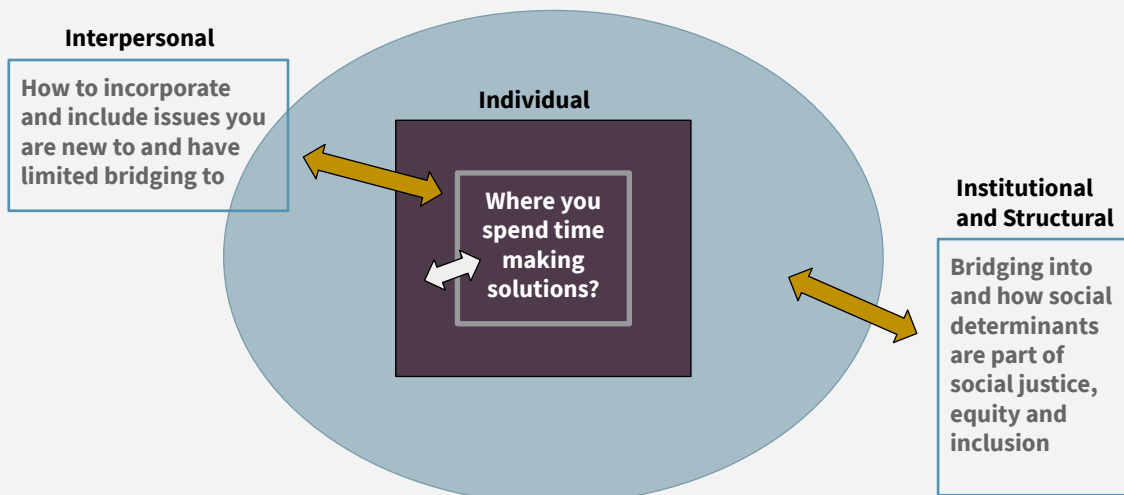


The Work Ahead: People



EQT By Design

Understanding Your Box(es)



EQT By Design

Equity Lens Layers

Action into impact

- ❑ Inequity/Disparities
- ❑ People
- ❑ Forces
- ❑ Power
- ❑ Leadership
- ❑ Barriers



EQT By Design

Quick Pause...any questions?

EQT By Design

POV

More than One

EQT By Design

1. **Perfectionism**
2. **Sense of Urgency**
3. **Defensiveness**
4. **Quantity over Quality**
5. **Worship of the written word**
6. Power and decision-making (Paternalism)
7. Either/or Thinking
8. **Power Hoarding**
9. Fear of Open Conflict
10. Individualism
11. Objectivity

White Cultural Characteristics

Understanding how it plays out in systems. This is how people are measured and socialized.

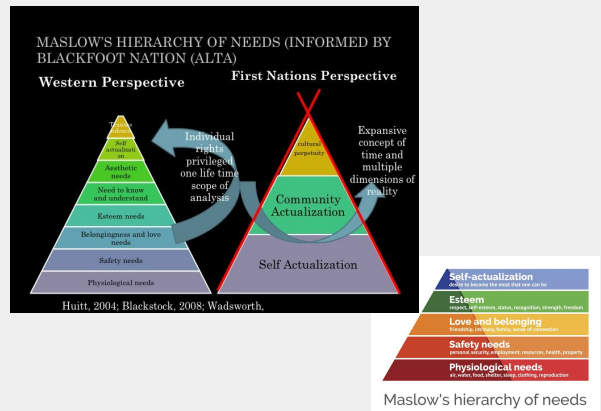
EQT By Design

Systemic Impact

- ❑ Centuries of subjugation, discrimination, exclusion, and injustice
- ❑ Embedded inequity by design and in the construct of what we know

How do we understand the forces behind the inequity we see?

What forces are perpetuating the disparities we seek to address?



EQT By Design

- ❑ Cultivate community-engaged research methods
- ❑ Devote resources [time, language, compensation]
- ❑ Racial constructs and impacts

Solution Design

Application

- ❑ Intent vs. Impact vs. Outcomes
- ❑ Who is center of analysis?
- ❑ How does that impact what is told and constructed at any given moment?

EQT By Design

Quick: Considerations/Reflections...

1. What stands out?
2. Any reactions as to what you notice and experience around culture at work, in meetings, other spaces?
3. Start thinking about how you can notice, generate change, and educate...what might that look like?

EQT By Design

Moving Forward

What will you DO!

- ❑ Look at information, history, and systems differently
- ❑ Understand the practice to bring an equity and anti-racist lens
- ❑ Start and end with “*Who am I and what do I bring because of who I am?*”

EQT By Design

Centering Voice & Equity

EXAMPLES

- ★ The Breathe Act
- ★ Standing Rock
- ★ Urban League on South Park St
- ★ Center for Black Excellence
- ★ Pandemic and access
 - ❑ COVID testing community sites
 - ❑ Homelessness
 - ❑ Small Business

EQT By Design

End of Part of THREE

- Last Meeting November 23rd
- Topics: Moving Forward with Equity Lens

QUESTIONS?

EQT By Design