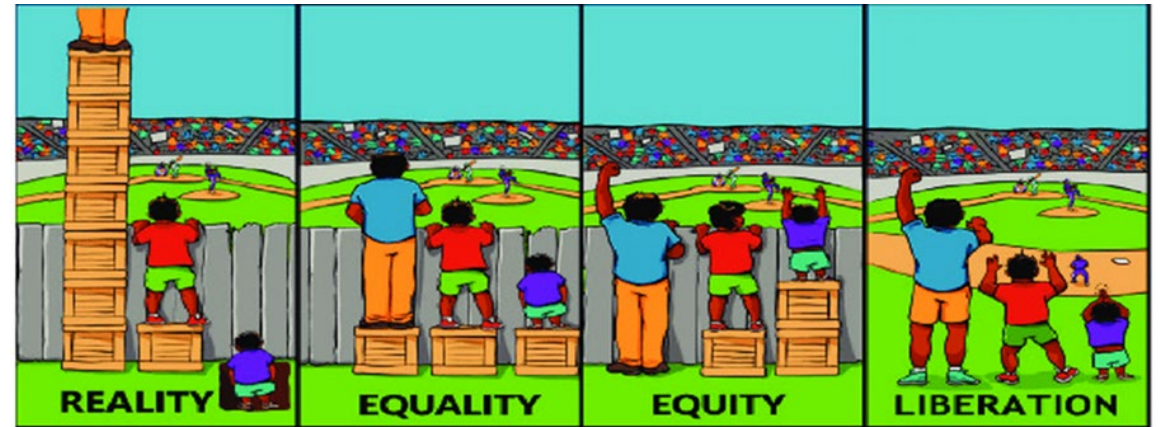


Charter Review Committee Equity Principles



City of
Santa Rosa





Outcomes

Common understanding of
County redistricting
community equity principles

Common initial
understanding of
microaggressions

Quick review of key terms

Diversity

Inclusion

Belonging

Equity



Belonging

Inclusion plus

In order to co-own and co-create, individuals need:

Some dignity – interpersonal and within group culture

Some power – position, structure, hierarchy within the group

A sharing of power- ability to contribute to changing the structure itself not just using the structure that exists in the same way

Format of the principles draft

Equity
Definition

Values shared
by the
committee

Principles- key
starting points
and
agreements
about the work

Norms- how to
engage with
one another

Norms

Welcome all comments and questions. Provide a diverse array of channels through which the public can provide input.

Transparency. Have clear and open communication, clear expectations and provide a realistic picture of the constraint this project has (complexity, it is new, timeline)

Humble approach. This process that centers equity is new to the charter committee, nobody is an expert, we are all learning this together as we go.

Kindness and respect. Treat others with the same respect that we want to be treated.

YOUR draft version includes

- Tracked changes
- Replace commissioners with committee members
- Include equity priority communities (11/16/21 council study session) instead of communities of interest which is a specific redistricting legal term (spirit of concept the same)

The Committee must still address (not necessarily right now)

What in the outcomes of the recommendations will be evidence of a process centered on equity?

Microaggressions

- Microaggressions are defined as the everyday, subtle, intentional — and oftentimes unintentional — interactions or behaviors that communicate some sort of bias toward historically marginalized groups.
- The difference between microaggressions and overt discrimination or macroaggressions, is that people who commit microaggressions **might not even be aware of them.**

Source: NPR

<https://www.npr.org/2020/06/08/872371063/microaggressions-are-a-big-deal-how-to-talk-them-out-and-when-to-walk-away>

Microaggressions

- Microaggressions are defined as verbal, behavioral, and environmental indignities that communicate hostile, derogatory, or negative racial slights and insults to the target person or group.
- As suggested by the name, microaggressions seem small; but compounded over time, they can have a deleterious impact on an employee's experience, physical health, and psychological well-being. In fact, research suggests that subtle forms of interpersonal discrimination like microaggressions are *at least as* harmful as more-overt expressions of discrimination.
- Microaggressions reinforce white privilege and undermine a culture of inclusion
- Source Harvard Business Review

<https://hbr.org/2020/07/when-and-how-to-respond-to-microaggressions>



Questions?

Background information
for reference

Diversity

- *Diversity refers to a broad range of differences and variations of identifying characteristics of individuals, both visible and invisible. Any human dimension which can be used to identify groups of people can be represented in a diverse group. For example, a diverse organization may be comprised of individuals with different and intersecting **inherent** and **acquired** identities.*
 - *Inherent identities: Traits one is born with such as skin color, gender, sexual orientation, and abilities*
 - *Acquired identities: Traits gained through life experience such as cultural background, religion, education, citizenship status, and cognitive diversity (political views, perspectives, ideas, etc.)*

Diversity without Equity or Inclusion Examples

- *Workforce* can be diverse, *but organization still experience:*
 - Discrimination
 - *Pay inequities*
 - Staff not included in meaningful ways
 - Microaggressions, bullying, and unwanted treatment

Equity

- *"Equity is **fairness** and **justice** achieved through systematically assessing disparities in opportunities, outcomes, and representation and redressing [those] disparities through targeted actions."**

* Source *Centering equity in collective impact* by Sheri Brady, Junious Williams, Mark Kramer, Paul Schmitz, John Kania
<https://philanthropynewsdigest.org/columns/ssir-pnd/centering-equity-in-collective-impact>

Equity Examples

- Developing targeted strategies to reduce COVID infection rates based on how communities are situated differently in relation to health disparities and access
- Allowing for alternative hiring requirements where possible to increase diversity in candidate pools
- Inviting meaningful contribution from staff with diverse and alternative viewpoints in discussion and decision-making

Inclusion

- Inclusion is the act of being included, e.g., you are invited to participate according to the rules and norms previously set.
- **You can have inclusion without belonging**

Belonging

- **Belonging =**
- inclusion + meaningful participation + co-owning and co-creating new and existing structures
- In order to co-own and co-create, individuals need:
 - Some dignity – interpersonal and within group culture
 - Some power – position, structure, hierarchy within the group

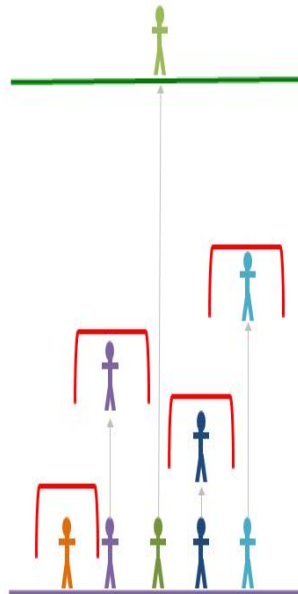
Belonging Example

- The City Equity Taskforce is inclusive, but:
 - Will we ensure everyone has an opportunity for meaningful participation?
 - Are the power dynamics within the Taskforce balanced and shared?
 - Is there co-ownership of the process and co-creation of the outcomes?
 - Will we allow each other dignity to learn about DEIB while collaboratively leading this work?
- **Inclusion does not ensure Belonging**

EQUITY 2.0 TARGETED

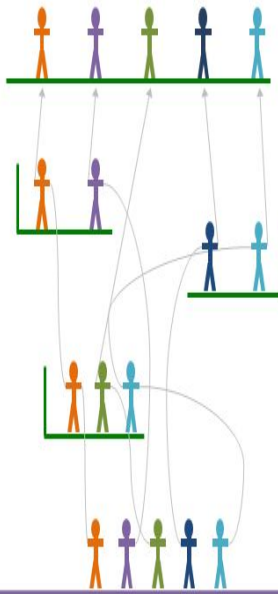
Targeted Universalism

Structural Inequity produces consistently different outcomes for different communities.



Structural Inequity

Targeted Universalism responds with *universal* goals and targeted solutions

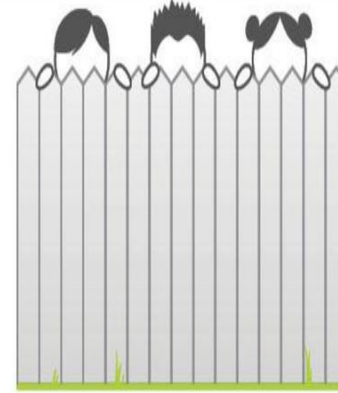


Targeted Universalism

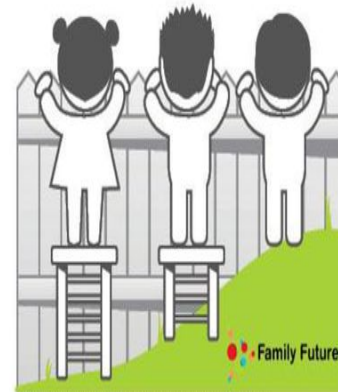
VS.

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Targeted universalism, or equity 2.0



Targeted universalism creates a universal goal and targets strategies based on where and how people are situated in structures and culture.



Equity focuses on closing gaps.

TM 2014 Targeted Universalism image designed by Family Futures TM