

City of Santa Rosa
Equity, Targeted Universalism, Belonging and Inclusion Definitions

Equity

Equity is **fairness** and **justice** achieved through systematically assessing disparities in opportunities, outcomes, and representation and redressing [those] disparities through targeted actions.¹

Targeted Universalism:

Targeted Universalism (TU) means setting universal goals for all groups. The strategies developed to achieve those universal goals are targeted based on how different groups are situated within structures, cultures, and geographies. TU goes beyond systematically addressing disparities (Equity) and looks at how systems and structures impact different groups.

Equity Examples:

- Developing targeted strategies to reduce COVID infection rates based on how communities are situated differently concerning health disparities and access
- Allowing for alternative hiring requirements where possible to increase diversity in candidate pools
- Childcare to support the engagement of parents

Belonging

Belonging = inclusion + meaningful participation + co-owning and co-creating new and existing structures

To co-own and co-create, individuals need:

- Some dignity – interpersonal and within-group culture
- Some power – position, structure, hierarchy within the group

Inclusion

Inclusion is the act of being included, e.g., you are invited to participate according to the rules and norms previously set.

Inclusion can exist without Belonging

Examples:

Invited to the meeting but:

- Not acknowledged as an essential participant- no sharing of airtime or demonstrated value of diversity
- Suggestions, comments, experiences not considered real, valuable, or important
- Afforded no power to shift process, outcomes, or expectations

Diversity

Diversity refers to a broad range of differences and variations in identifying individuals' characteristics, 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 experiences such as cultural background, religion, education, citizenship status, and cognitive diversity (political views, perspectives, ideas, etc.)

Diversity can exist without Equity, Belonging or Inclusion

Examples:

Workforce can be diverse, but the organization still experience:

Discrimination, pay inequities, staff not included in meaningful ways, Microaggressions, bullying, and unwanted treatment

¹ 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>