

EQUITY & 21st CENTURY LEADERSHIP

VENUS L. RICKS , M.ED.

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LANCASTER COUNTY COMMUNITY FOUNDATION

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TRIGGER WARNING SYMBOL

BLACK & INDIGENOUS ACKNOWLEDGEMENT

ANTIBLACK RACISM



CARLISLE INDIAN SCHOOL



VENUS L. RICKS, M.ED.

In 2022, I want to unlearn
defeatism.

Leigh Morrison: theinclusionsolution.com

- B.A. in Sociology from Susquehanna University
 - M.Ed. from the University of Massachusetts Amherst
 - Focuses on how to unlearn oppression embedded in the central nervous system
 - Socialization to liberation framework in creating equitable spaces for minoritized/marginalized bodies to thrive.
 - Experience crosses several sectors—higher education, psychological research, and the nonprofit sector—working with organizations and community groups in invoking equitable practices in their workplaces, homes, and community
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STANDARDS OF COMMUNITY

- Lean into a brave space
- Grace for unlearning
- Listen to hear; not respond
- Lead with respect; community of practice
- Take the learning, leave the identifiers
- Dialogue vs. Debate
- Whoops, Oops, Whoa
- Trigger vs. Discomfort

“Our liberation is bound together”

Thamara Subramanian theinclusionsolution.com



LET IT SIZZLE IN YOUR SPIRIT!

- **SYSTEM vs. INDIVIDUAL**

- Minoritized/Majoritized
- BIPOC Global Majority
 - (80% of world's population)
 - In the US, emerging majority

- **BIPOC:** Black, Indigenous, other People of Color

- **LGB/T:** Lesbian, Gay, Bisexual, Transgender

- **Gender:** Brain

- **Sex:** Biology (parts)

- **COLONIZATION/WHITE SUPREMACY**

- Historically based, institutionally perpetuated system of exploitation and oppression of continents, nations and peoples of color by white European peoples and nations of the European continent; for the purpose of establishing, maintaining and defending a system of wealth and power.

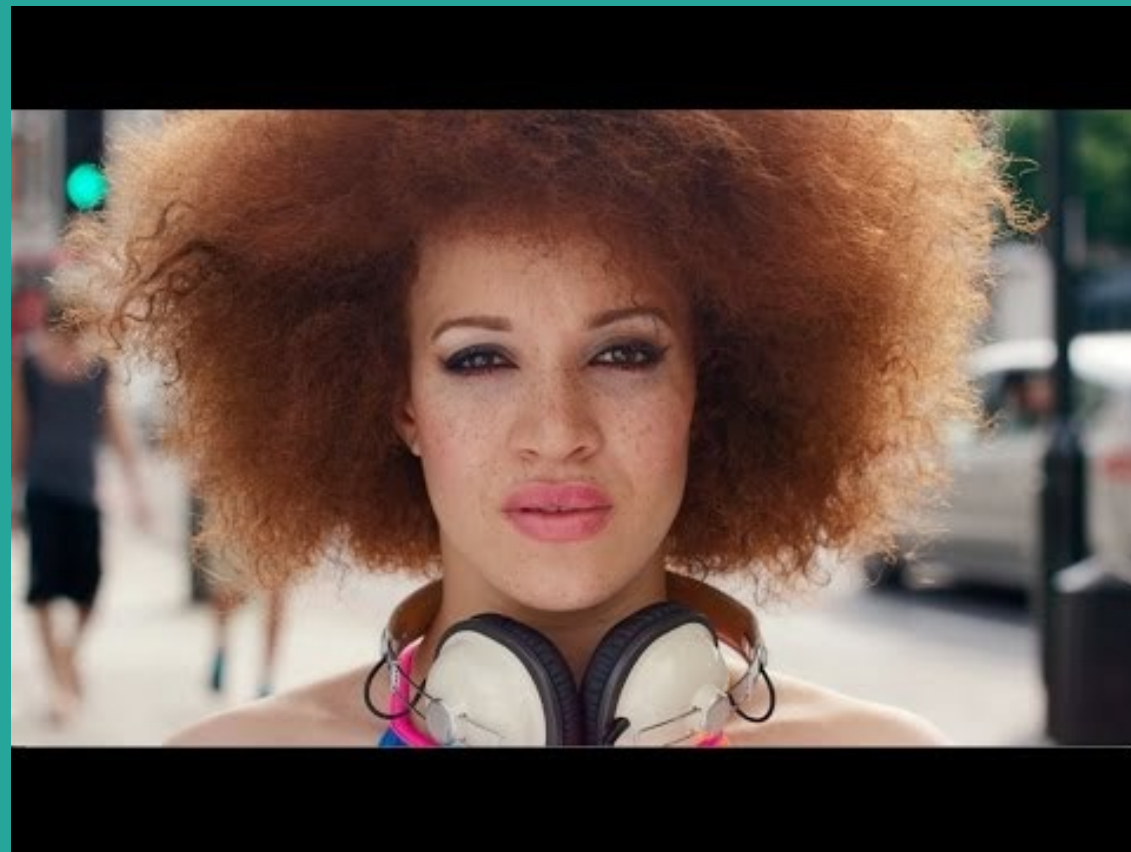
Capitalism relies on:

- White Supremacy
- Patriarchy
- Economics/Class Stratification

MORE SIZZLE...

- **Internalized Subjugation/Oppression (BIPOC/Women/LGB/Poor/Trans)**
 - Minoritized group takes the values and beliefs of the majoritized group to guide systems of practice and belief. Conscious and unconscious.
- **Internalized Dominance/Privilege (White/Male/Hetero/CisGender/Christian)**
 - Majoritized group accepts superior status as natural, deserved, and granted based on merit. Guides beliefs and practices related to minoritized groups. Conscious and unconscious.

WE
MARINATE
IN THIS...



PUBLIC SERVICE & THE COMMON GOOD: PA LANDSCAPE

- **Black and Indigenous Erasure**
- **Multiple Generations (Boomers, Gen X, Gen Y/Millennials, Gen Z)**
 - Nearly 44% of PA population will be Millennial and Gen Z by 2030
- **International Migration**
 - Accounting for 85% of PA population growth through 2040
- **Education**
 - 0–19-year-olds least educated in state
- **Intersections**
 - Class (poverty) and Race
 - Multiracial population fastest growing racial/ethnic group through 2060
 - 4% of PA population LGBT
 - (13% Black, 12% Hispanic, Latinx and 27% w/children)

RESOURCES VS. MINDSET

EXTREME POVERTY: 8%

POVERTY RATE: 12%

CHILD POVERTY RATE: 17%

WORKING FAMILIES: 27.3%

AAPI: 29,000

BLACK/AA: 235,000

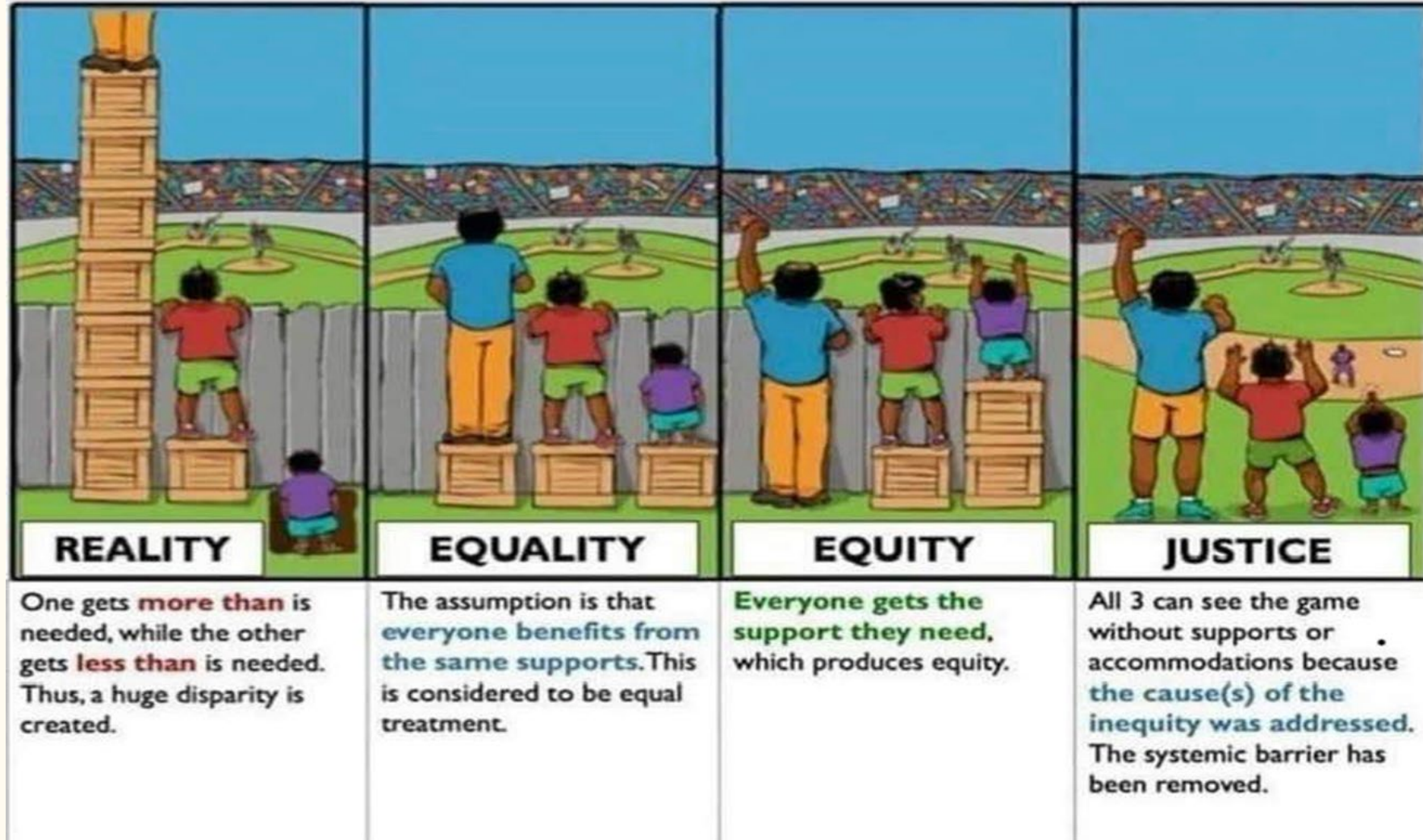
HISPANIC or LATINX: 204,000

SENIORS: 8.3%

WOMEN: 13%

SINGLE PARENT FAMILIES: 31%

Equity & Justice



EQUALITY

- Ensures everyone gets the same resources and access in order to enjoy full, healthy, lives.
- *Only works if people start off at the same place with the same resources and access.*

EQUITY

- Resources and access are not determined nor predicted by social identity.
- *Addresses DISPARITY and DISPROPORTION in the system*

90's equality will not get to equity and def not justice!



EQUALITY VS EQUITY

Risk of exclusion, bias, and/or discrimination

- Age and generation
 - Gender and gender expression
 - Sexual orientation
 - Mental and physical abilities
 - Neurodivergence
 - Level of health
 - Personality traits and behaviors
 - Race, ethnicity
 - Religion
 - Language and nationality
 - Location (such as rural and urban)
 - Social origin and parental background
 - Income, education & Class Status
 - Appearance
-

INCLUSION



EQUITY INFRASTRUCTURE

People, Time, Money

The short- and long-term impacts on human health and well-being,

Defined by the principle that everyone deserves a fair opportunity to thrive.

Arguably, any effort that doesn't prioritize the human impact at all levels can be dismissed as discriminatory.

Any infrastructure policy that doesn't place equity at its center will fail to meet our society's future needs.

Roth, D (2021) Why Equity is Critical to Our Future Infrastructure
<https://www.fastcompany.com/90661313/why-equity-is-critical-to-our-future-infrastructure-spending>

Wilson, T. (2013) Human Equity Advantage: Beyond Diversity to Talent Optimization

Effective Leadership Demands

20th Century Leadership Values

- Serves internal
- Hard skills
- Power centered
- Individual accomplishment
- Transactional
- Formal authority feared
- Scarcity

21st Century Leadership Values

- Serves external
- Soft skills
- People centered
- Team accomplishments
- Relational (not top/down)
- Formal authority doubted
- Abundance

SHARED PURPOSE & VISION



EMOTIONAL INTELLIGENCE

- Capacity to be aware of, control, and express one's emotions, and to handle relationships judiciously and empathetically.
- Behaviors used to interact with the world around us
- Understanding the behaviors, we, and those around us, exhibit
- Being intentional about the behaviors we, and those around us, exhibit



Goleman, D. (2005). Emotional Intelligence: Why It Can Matter More Than IQ
Woods, J. (2020) DEI + EI: Why Diversity, Equity, and Inclusion Would Benefit from Emotional Intelligence. [DEI + EI: Why Diversity, Equity, and Inclusion Would Benefit from Emotional Intelligence](#) | by Justin Woods | Race + Emotions | Medium

**SELF
AWARENESS**

**SELF
MANAGEMENT**

MOTIVATION

EMPATHY

**SOCIAL
SKILLS**

**Ability
to recognize
one's emotions
and their effects
in the moment**

**Ability to
regulate the
response
to an emotion**

**Acceptance
for what's
beyond
one's control**

**Internal drive
to achieve goals
with a
positive attitude**

**Ability to
recognise others'
emotions and
their
driving force**

**Easy
navigation
through
group dynamics**

**Interpersonal
skills, basically
how you
interact with
others**

DEVELOPING AN EQUITY LENS

- The purpose of an equity lens is to be deliberately inclusive in decision making and behavior.
- It introduces a set of questions into decision making and behavior that focuses on centering the experience and needs of marginalize/minoritized bodies.

DEVELOPING AN EQUITY LENS

- *Deconstructing* what is not working related to equity
- *Reconstructing* and supporting what is working
- *Shifting* how we make decisions about equity
- *Restorative practice:* healing and transforming our structures, our environments, and ourselves.

PEOPLE

- Who is positively and negatively affected (by this issue) and how?
- How are people situated differently in terms of the barriers they experience?
- Consider physical, spiritual, emotional, and contextual impacts.

PLACE

- What kind of positive “place” are we creating?
- What kind of negative “place” are we creating?
- How are you considering impacts and restorative practice?

PROCESS

- How are we intentionally including or excluding people (BIPOC, LGBT, low income) who are affected?
- Are there empowering processes at every human touchpoint?

POWER

What are the barriers to doing equity and justice work in this space?

What are the benefits & burdens that minoritized communities experience with this (issue)?

Who is accountable?

STRENGTHENING THE EQUITY LENS

THE 5 P's

5th P: PURPOSE: What is our purpose in achieving equity?

Decolonizing Wealth



DECOLONIZE WEALTH: MONEY AS MEDICINE

Western practice (Scarcity):

Medicine is to treat or cure disease, human-made.

“Philanthropy, honey, it’s time for an intervention.” Edgar Villanueva

In Indigenous practice (Abundance):

Medicine is a way of achieving balance. Doesn’t just heal it restores harmony or establishes a state of being. Practiced amongst the people.

Many things can be medicine: a place, a word, amplifying a minoritized voice, sponsorship, advocacy, MONEY.



*If your journey
in inclusion
has been easy,
you've packed
too light.”
-Amber Hikes*

DEI IS NOT AN OUTCOME

- **DEI is not an outcome, it's sustained culture, policy, & change in practice.**
- **Human Centered:** provide services, programs, and policies focused on the lived experiences of all humans.
- **Trauma Informed:** Understands and takes account of the pervasive nature of trauma & promotes practice focused on restoration rather than re-traumatizing.
- **Intersectional:** Every individual has multiple social identities which together provide a multitude of experiences & requires policy and practice that supports the entire person.

Thank You!

Q&A

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- Pennsylvania Population Projections 2010–2040 The Center for Rural Pennsylvania https://www.rural.palegislature.us/documents/reports/Population_Projections_Report.pdf