EQUITY & 21st CENTURY LEADERSHIP

VENUS L. RICKS, M.ED.
LEAP 2022
LANCASTER COUNTY COMMUNITY FOUNDATION
FEBRUARY 18, 2022
TRIGGER WARNING SYMBOL
BLACK & INDIGENOUS ACKNOWLEDGEMENT

ANTIBLACK RACISM

THE FALSE NARRATIVES

CARLISLE INDIAN SCHOOL

CARLISLE INDIAN INDUSTRIAL 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
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%

https://spotlightonpoverty.org/states/pennsylvania/
Equity & Justice

**REALITY**
One gets *more than* is needed, while the other gets *less than* is needed. Thus, a huge disparity is created.

**EQUALITY**
The assumption is that everyone benefits from the same supports. This is considered to be equal treatment.

**EQUITY**
Everyone gets the support they need, which produces equity.

**JUSTICE**
All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.
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!
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
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

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

- Shared Purpose
- Serving
- Learning
- Understanding
- Sharing
- Convincing
- Winning

- Individual Purpose
- Debate
- Discussion
- Dialogue
- We
- You
- Me
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

**Self Awareness**

- Ability to recognize one’s emotions and their effects in the moment

**Self Management**

- Ability to regulate the response to an emotion
- Acceptance for what’s beyond one’s control

**Motivation**

- Internal drive to achieve goals with a positive attitude

**Empathy**

- Ability to recognise others’ emotions and their driving force
- Easy navigation through group dynamics

**Social Skills**

- Interpersonal skills, basically how you interact with others
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.
<table>
<thead>
<tr>
<th>PEOPLE</th>
<th>PLACE</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Who is positively and negatively affected (by this issue) and how?</td>
<td>● What kind of positive “place” are we creating?</td>
</tr>
<tr>
<td>● How are people situated differently in terms of the barriers they experience?</td>
<td>● What kind of negative “place” are we creating?</td>
</tr>
<tr>
<td>● Consider physical, spiritual, emotional, and contextual impacts.</td>
<td>● How are you considering impacts and restorative practice?</td>
</tr>
</tbody>
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<table>
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<tr>
<th>PROCESS</th>
<th>POWER</th>
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<tr>
<td>● How are we intentionally including or excluding people (BIPOC, LGBT, low income) who are affected?</td>
<td>What are the barriers to doing equity and justice work in this space?</td>
</tr>
<tr>
<td>● Are there empowering processes at every human touchpoint?</td>
<td>What are the benefits &amp; burdens that minoritized communities experience with this (issue)?</td>
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<tr>
<td></td>
<td>Who is accountable?</td>
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5th P: PURPOSE: What is our purpose in achieving equity?
Decolonizing Wealth

THE FACE OF AMERICA

EDGAR VILLANUEVA
PHILANTHROPIST
AUTHOR OF “DECOLONIZING WEALTH”
DECOLONIZE WEALTH: MONEY AS MEDICINE

Western practice (Scarcity):

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

“In 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
RESOURCE LIST

- Balajee, S., Cross, T (2012) Equity and Empowerment Lens
- Spotlight on Poverty https://spotlightonpoverty.org/states/pennsylvania/