EQUITY-CENTERED GOVERNING

LANCASTER COUNTY COMMUNITY FOUNDATIONS’ LEAP SESSION

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REFLECTIVE QUESTION

How does the intersection of your personal and professional identity impact how you lead for equity?
DEFINING EQUITY
DIFFERENT PERSPECTIVES: WHO’S RIGHT?

It’s a Fan!
It’s a Wall!
It’s a Spear!
It’s a Rope!
It’s a Snake!
It’s a Tree!
WHERE DO I START?

• **Deepen Belief Systems**: Reflect upon one’s own social-cultural identity including beliefs and biases that impact mindset

• **Understand Diversity**: Seek to understand and value other cultures through storytelling and relationship building in order to expand equity lens in personal and professional life
WHERE DO I START?

- **Empower Oneself:** How will you become familiar with research-based strategies and concepts to deepen your awareness in order to interrupt inequities?

- **Be Proactive and Responsive:** How will you begin to utilize strategies learned with an anticipation of the barriers to cultural proficiency?
WHERE DO I START?

- **Serve Diverse Needs of the Community:** How can you strategically implement equity action steps which can include the development or revision of policy, innovative allocation of resources, as well as a complete shift in practice?

- **Close Equity Gaps:** How will you celebrate growth as well as monitor and adjust your equity plan as diverse needs evolve in order to sustain gap closure?
Turn and Talk
In one sentence, how do you define governing through the lens of equity?
“A fish is swimming along one day when another fish comes up and says “Hey, how’s the water?” The first fish stares back blankly at the second fish and then says “What’s water?”
WHAT WE KNOW

- That board diversity improves performance and inclusive teams make better decisions.
- The value of including our communities and program participants in decision-making.
- That acknowledging intersectionality — there is a system of overlapping and interdependent privileges and disadvantages — is the first step toward addressing equity.

Adapted from Emily Teitsworth’s article/SSI/2018
WHAT WE CAN DO

• Start with systems, not individual responsibility
• Use power and privilege to challenge bias
• Collaborate, don’t dominate
• Re-evaluate words and images
• Say “no” so others have the opportunity to say “yes”

Adapted from Emily Teitsworth’s article/SSI/2018
PRIORITIZING YOUR EQUITY DRIVEN GOVERNANCE WORK

- The broad courses of action you will take to achieve your goals
- The achievements and goals you will work on
- Your core work
- The guiding principles and ideals you refuse to compromise
- The future you intend to create
FIGURE 1. SHIFTING THE CONDITIONS THAT HOLD THE PROBLEM IN PLACE

Six Conditions of Systems Change

- Policies
- Practices
- Resource Flows
- Relationships & Connections
- Power Dynamics
- Mental Models

Structural Change (explicit)

(transformative change (implicit))
Who wants change?

Who wants to change?

Who wants to lead the change?
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