

# **EQUITY-CENTERED GOVERNING**

## ***LANCASTER COUNTY COMMUNITY FOUNDATIONS' LEAP SESSION***

---

**FRIDAY, SEPTEMBER 10, 2021**

**PRESENTER: DEBORAH L. KEYS WRITE**

**NATIONAL BOARD GOVERNANCE CONSULTANT**

**EQUITY TRANSFORMATION SPECIALIST**



# REFLECTIVE QUESTION

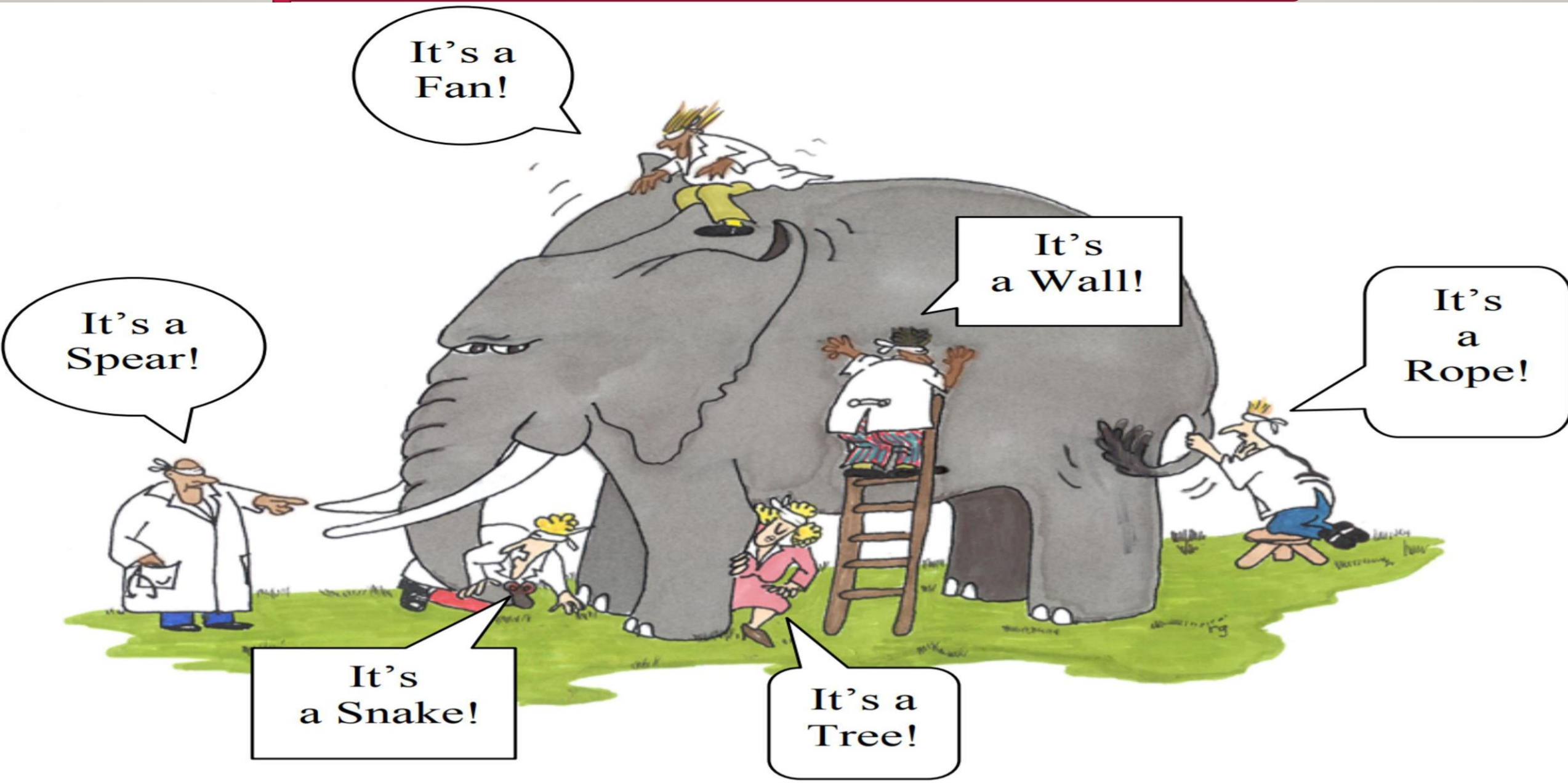
---



**How does the intersection of your personal and professional identity impact how you lead for equity?**

# DEFINING EQUITY

## DIFFERENT PERSPECTIVES: WHO'S RIGHT?





# 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

TALK

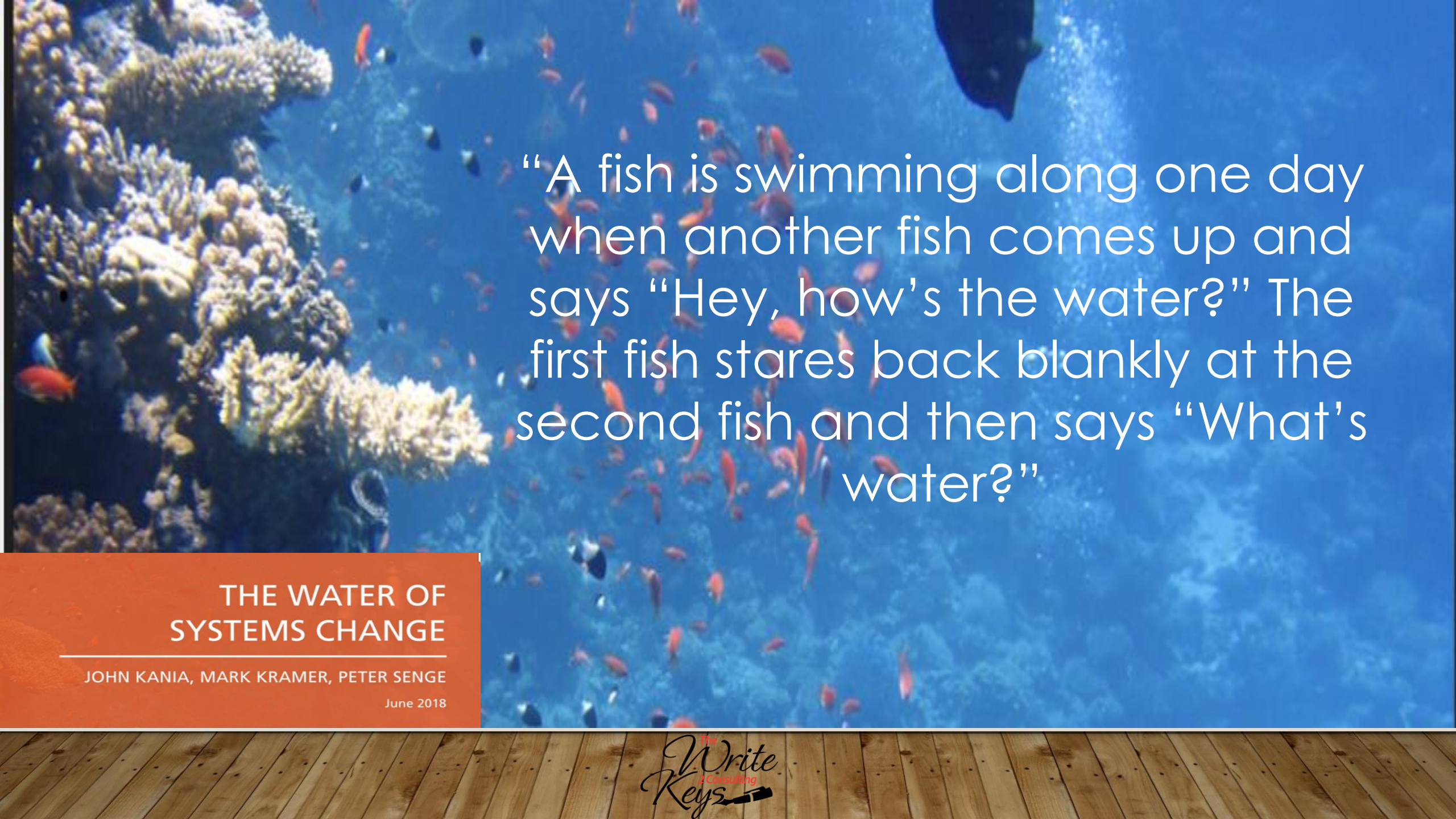
and



# BREAKOUT SESSION QUESTION

In one sentence, how do you define governing through the lens of equity?



An underwater photograph showing a vibrant coral reef on the left side, with various colorful fish swimming in the clear blue water. The scene is bright and clear, with sunlight filtering through the water.

“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?”

## THE WATER OF SYSTEMS CHANGE

JOHN KANIA, MARK KRAMER, PETER SENGE

June 2018

# 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



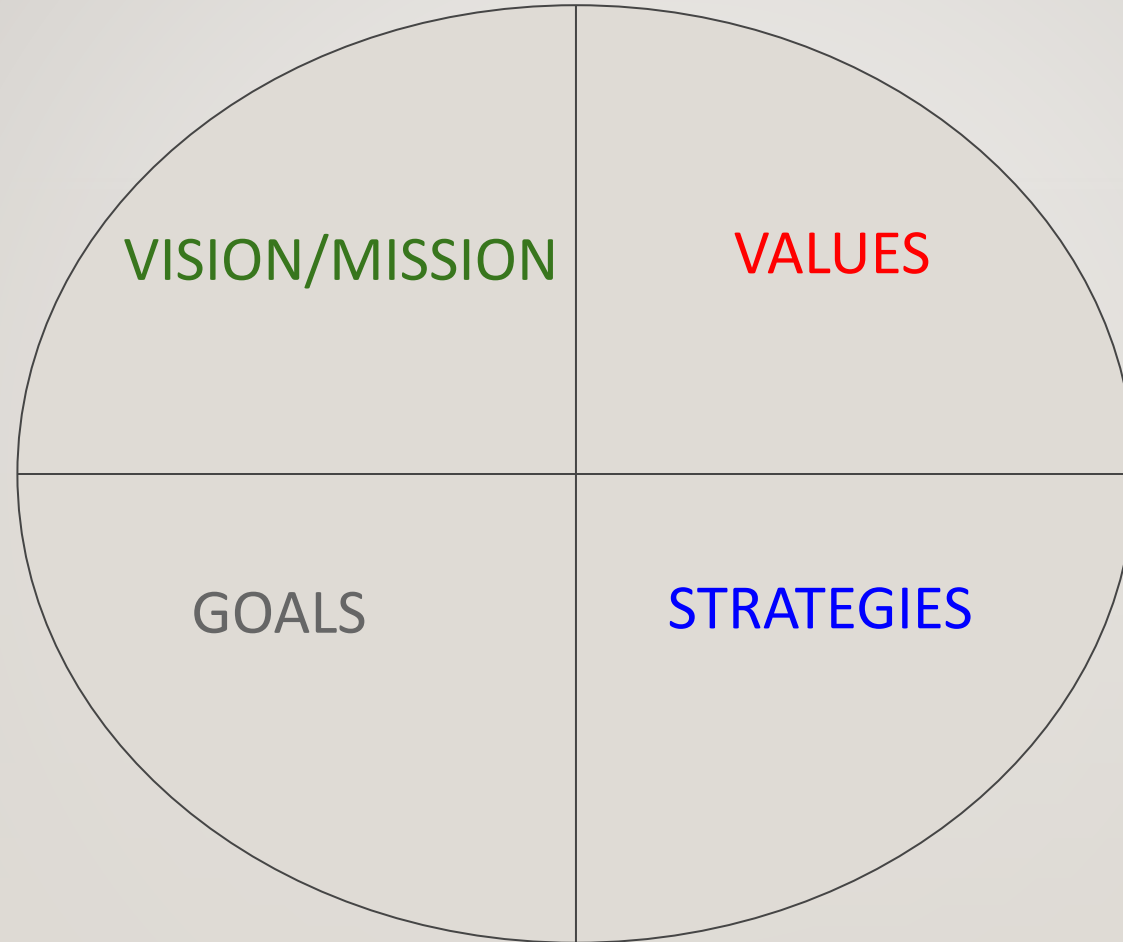
# WHAT WE CAN DO

- 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

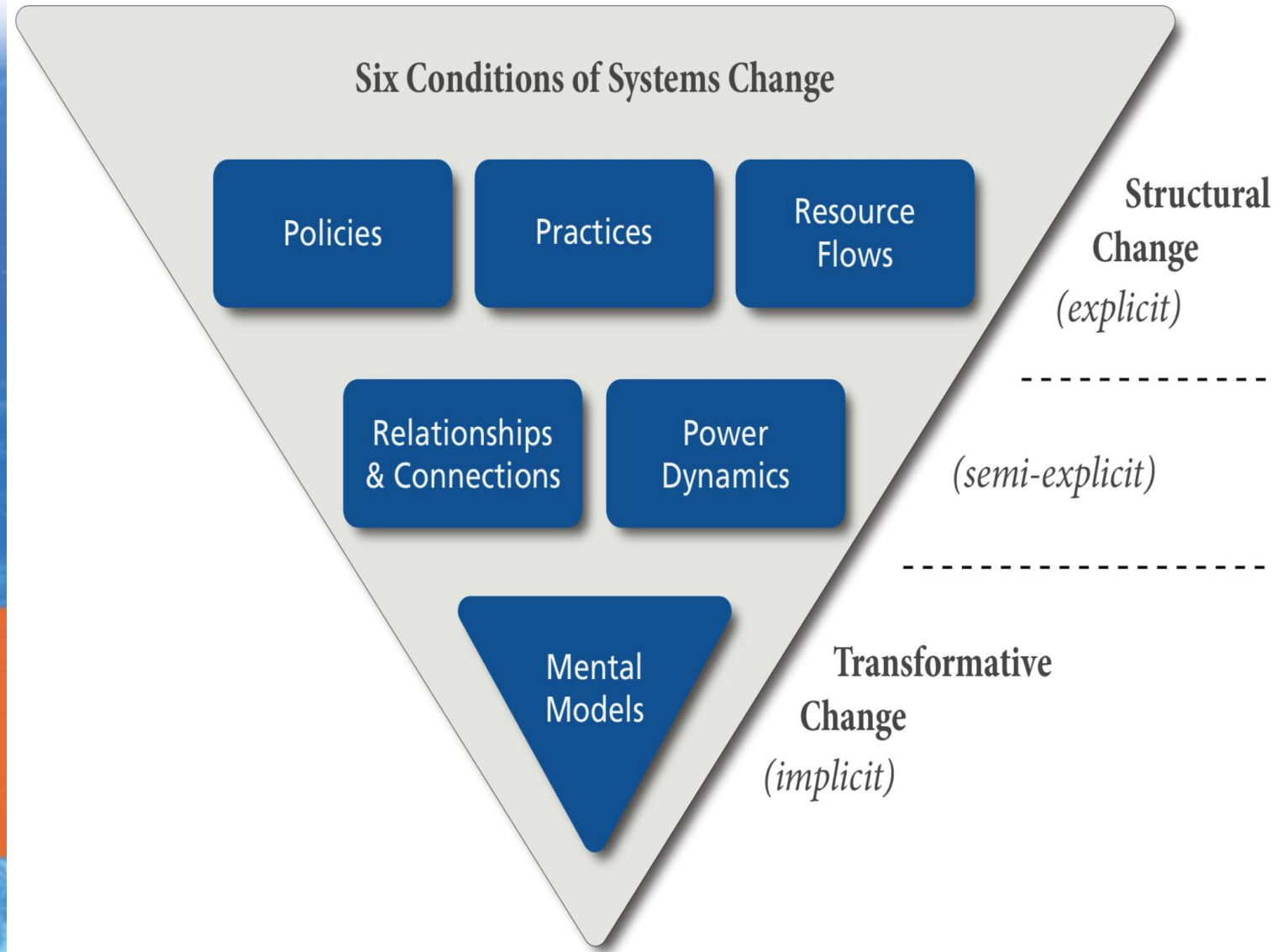
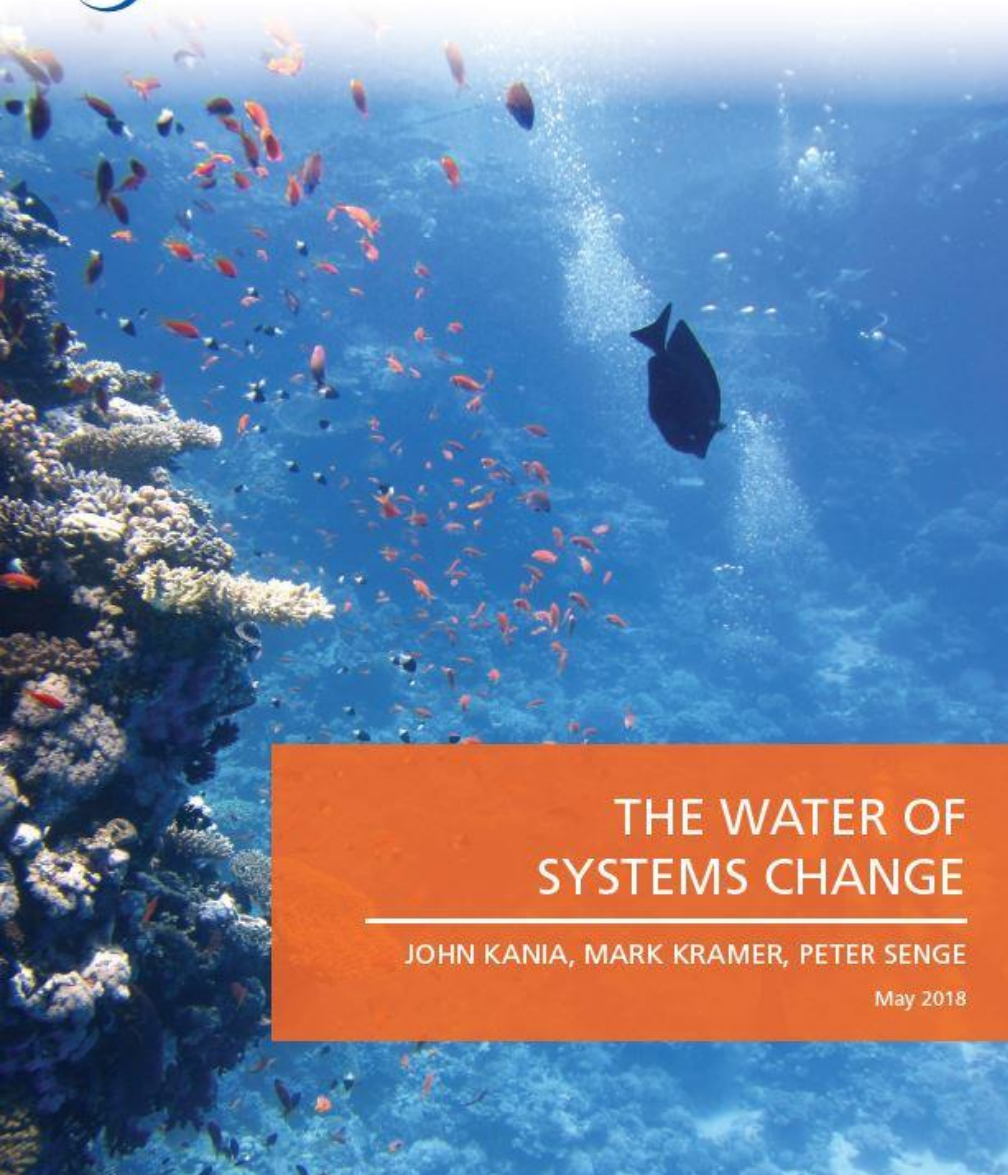
- The future you intend to create
- Your core work
- The achievements and goals you will work on

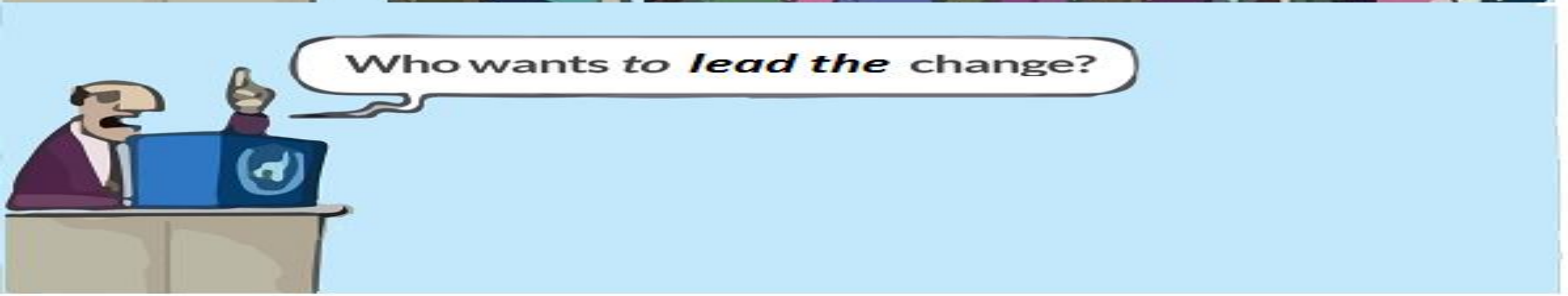


- The guiding principles and ideals you refuse to compromise
- The broad courses of action you will take to achieve your goals



FIGURE 1. SHIFTING THE CONDITIONS THAT HOLD THE PROBLEM IN PLACE







# Deborah L. Keys Write

The Write Keys 2 Consulting, LLC  
National Board Governance Consultant  
Equity Transformation Specialist

---

Email:

[deborah@writekeys2consulting.org](mailto:deborah@writekeys2consulting.org)

Website:

[www.writekeys2consulting.org](http://www.writekeys2consulting.org)

Cell:

**517-449-8181**

