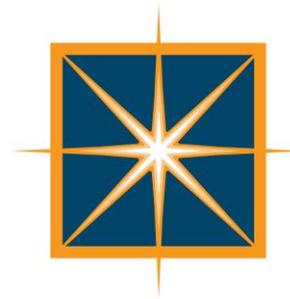




Equity-Based Decision Making



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PRESERVING OUR HERITAGE, SHAPING OUR FUTURE



LaKeshia Kimbrough
15 April 2021





Let's Get Grounded

We are going to take a few moments to engage in a grounding exercise. The hope is that it allows us to be as present as possible with one another during our time together today.





Land Acknowledgement

Today, we acknowledge and hold that we are engaging in the activity of learning and growing on the lands of Indigenous Peoples. Occupied ancestral lands that quite often were not and have not been ceded by Indigenous caretakers and stewards of the land. We have and continue to benefit from the fruits of their labor. We honor the Ancestors and Elders of the land extending the same honor and gratitude to their descendants. We acknowledge that while colonization and genocide have taken a significant toll emotionally, physically, spiritually, mentally, and economically, the terrorism of neither colonization nor genocide have been completed.





Humanity Statement

Today, we acknowledge humanity as a sacred gift that has been bestowed upon us all. We acknowledge the attempts, over generations, that have been and are being made to deprive some of their humanness, their humanity. We acknowledge that to attempt to deny the humanity of some means to deny the humanity of all. Today, we hold and acknowledge both our individual and collective humanity. In doing so, we make intentional connection to and with self and others and in so doing actively engage in an act of resistance against oppression.

We now take a moment to individually acknowledge and hold this.





Reflection & Thoughts on the Land Acknowledgment & Statement of Humanity

Before we move on, I would like to hold space for folks to share any thoughts or reflections on the Land Acknowledgment and/or the Statement of Humanity.

What, if anything, came up for you?

What, if anything, resonated?

What, if anything, was or is challenging to hold?





Please Note:

We **WILL NOT** have the time to thoroughly explore this topic today. Today we will only skim the surface, get it started.





When I think about
equity-based
decisions I think
about _____





Exploring Equity- Based Decisions





Equity-Based Decisions: What?

- ∞ Decisions that center those they will impact
- ∞ Ask us to work collectively, in partnership
- ∞ A process, therefore, asks us follow momentum rather than urgency
- ∞ A way toward more just, transformed, liberated systems and programs



Equity-Based Decisions: Why?

- ∞ To encourage programming that authentically reflects what community needs and wants
- ∞ To interrupt systems of oppression by connecting and affirming
- ∞ To promote healing
- ∞ To move closer to justness, transformation, and liberation



Equity-Based Decisions: How?

- ∞ Explore why and who—why is the decision being made? Who will this decision impact?
- ∞ Examination of processes currently in place—how have/do they aid in the perpetuation of harmful systems? Are there places for growth?
- ∞ Bring as many voices to the process as possible



Equity-Based Decisions: How?

- ∞ On-going reflection, personally and organizationally—where do biases arise, what biases are those? How do we interrupt them?





Equity-Based Decisions

- ∞ Are not rushed—they are a process
- ∞ Involve many voices—share power with stakeholders
- ∞ Ask us to examine how previous decisions have been made, why, and impact
- ∞ Hold that there are many ways to reach the same destination and honors this
- ∞ Hold that there must be multiple supports to ensure all can benefit from the decision
- ∞ Incorporate a variety of aspects: budget, advertising, access, etc



Thoughts & Questions



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