

Equity 101

Making Connections: Identity and
Experience



Goals for MODULE 2

- Examine shared DEI terminology
- Identify individual and institutional threats to equity
- Connect to people, perspectives, and lived experiences that are different from your own
- Describe characteristics of equity minded person



A Review of “The Why”

- **Diversity:** It means **understanding** that everyone is **unique** and recognizing our individual differences.
- **Equity** refers to achieving equality of **outcomes** for equivalent behavior



- **Inclusion:** Authentically **bringing** traditionally excluded individuals and/or groups into processes, activities and **decision/policy-making** in a way that shares power



Equity Mindedness

“The **mode of thinking** exhibited by practitioners who are willing to assess their own racialized assumptions, to acknowledge their lack of knowledge in the history of race and racism, to take responsibility for the success of historically underserved and minoritized student groups, and to critically assess racialization in their own practices as educators and/or administrators”

McNair et al, 20: 2020

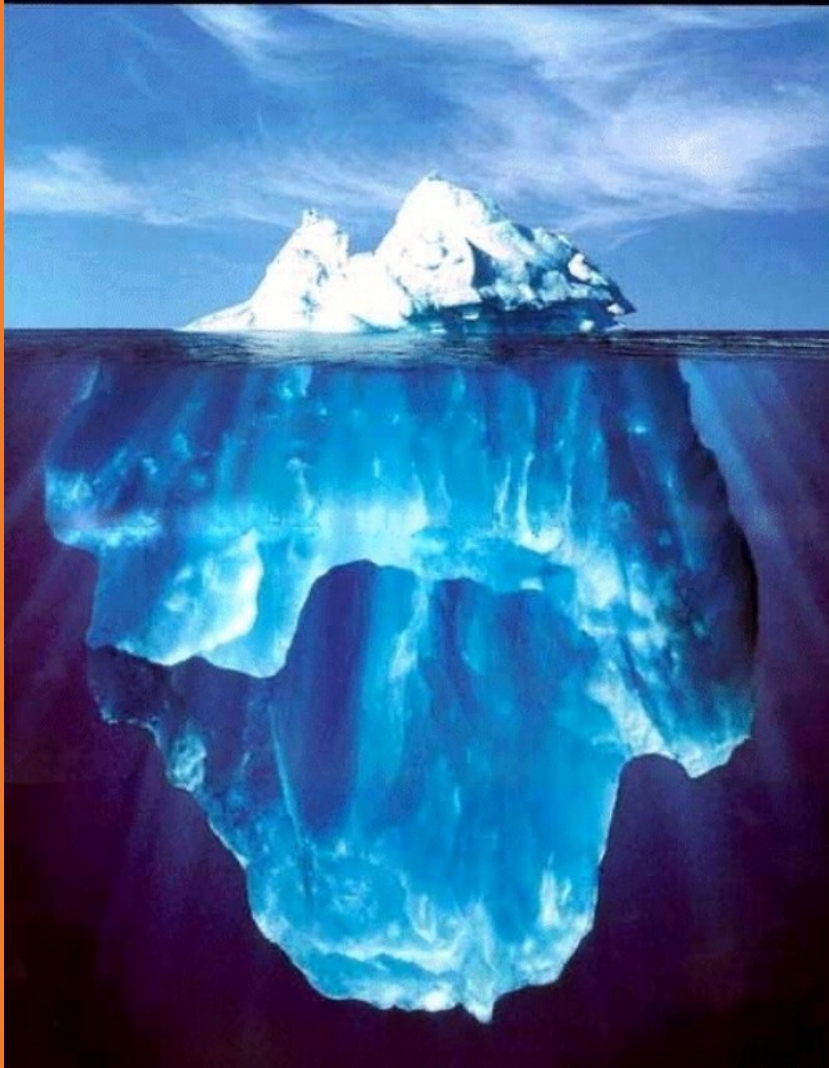
“Refers to **actions** that demonstrate individuals’ capacity to recognize and address racialized structures, policies, and practices that produce and sustain racial inequities”

Nave 18: 2019



REMEMBER, IT
STARTS WITH
UNDERSTANDING
OUR LENS!





Surface Culture

Above the Surface



4 "F's: Food, flags,
festivities, fabrics

Under Surface Culture

Unspoken Rules



Just Below the Surface

Behavior-Based

Deep Culture

Unconscious Rules



Far Below Surface

Value-Based



Dominant Culture Values...

- Perfectionism
- Sense of Urgency
- Quantity of Quality
- Worship of the Written Word
- Only One Right Way
- Paternalism
- Either/Or Thinking
- Individualism
- Fear of Open Conflict
- Bigger is Better
- Right to Comfort
- Objectivity

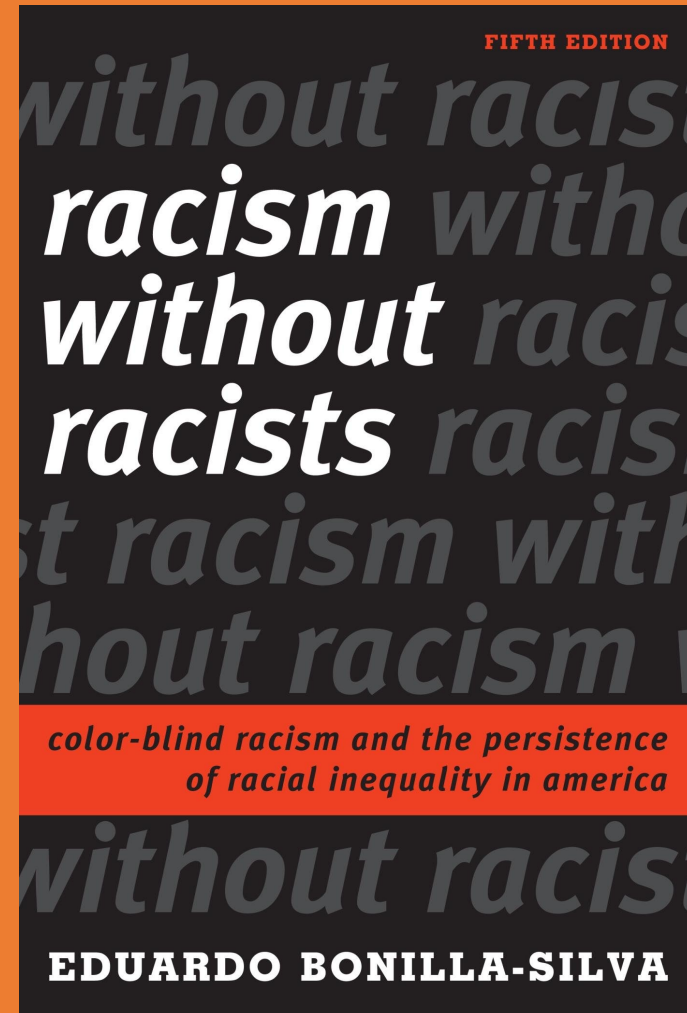


#1: Recognize Threats to Equity



Threats to Equity...Self

- **Bias:** A disproportionate weigh in favor of or against an idea of thing, usually in a way that is closed-minded, prejudicial, or unfair. Biases can be innate or learned. People may develop biases for or against an individual, a group, or a belief (OEI MinnState, 2020).



Bonilla-Silva, E. (2014). *Racism without racists: Color-blind racism and the persistence of racial inequality in America* (Fourth edition.). Rowman & Littlefield Publishers, Inc.

Office of Equity and Inclusion (2020). Terms of Equity and Inclusion. Minnesota State



Example: Deficit Mindset



Deficit mindset refers to the notion that students (particularly those of low income, racial/ethnic minority background) fail in school because such students and their families have internal defects (deficits) that thwart the learning process (Valencia, 2010)



Deficit Mindset Examples...

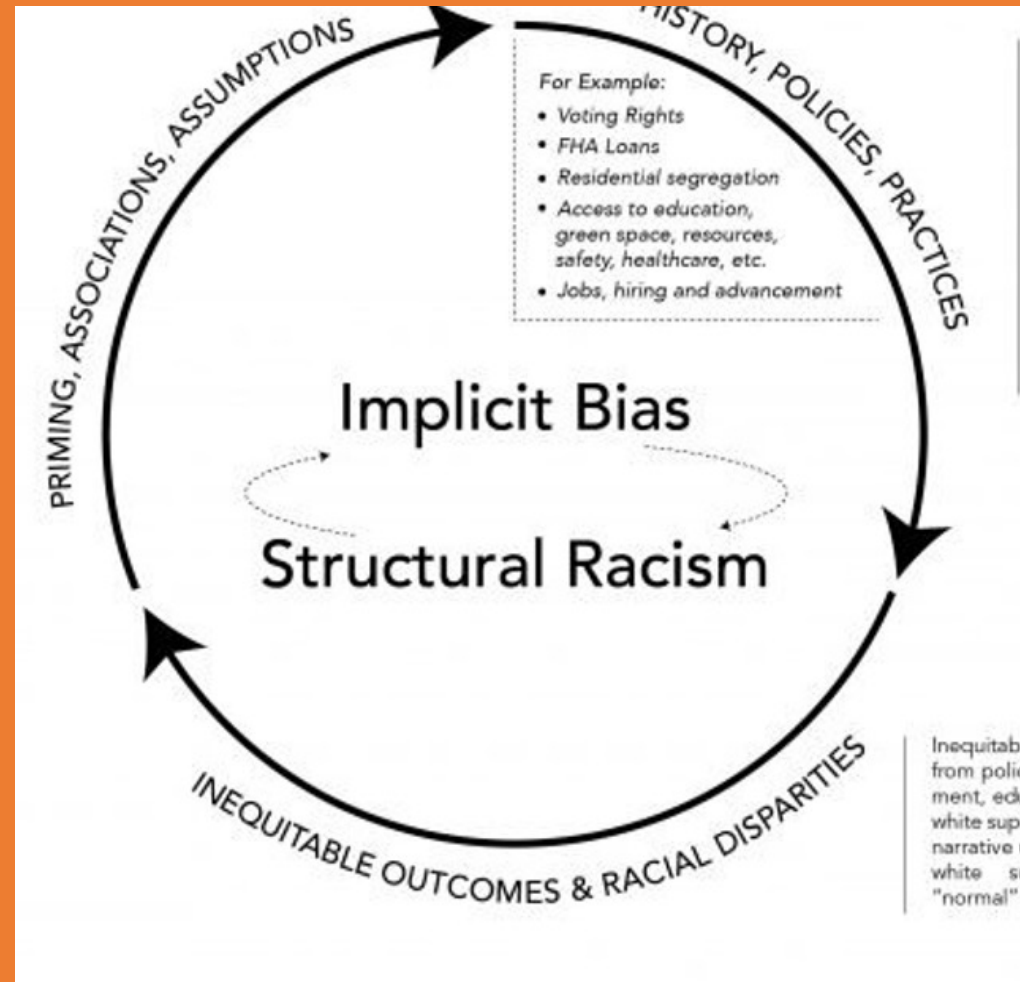
“Some families have a kind of culture of not being involved and not valuing education. So, it’s sometimes put on the backburner”
(Quote from Educator)

“A lot of them are not intellectually motivated, These are Southeast Asians I’m talking about now... They don’t have a background of working hard academically, and they don’t feel like it now” (Quote from Guidance Counselor)



Threats to Equity: Society

- **Institutional Racism:** Refers specifically to the ways in which institutional policies and practices create different outcomes for different racial groups. The institutional policies may never mention any racial group, but their effect is to create advantages for whites and oppression and disadvantage for people from groups classified as people of color (OEI MinnState, 2020)

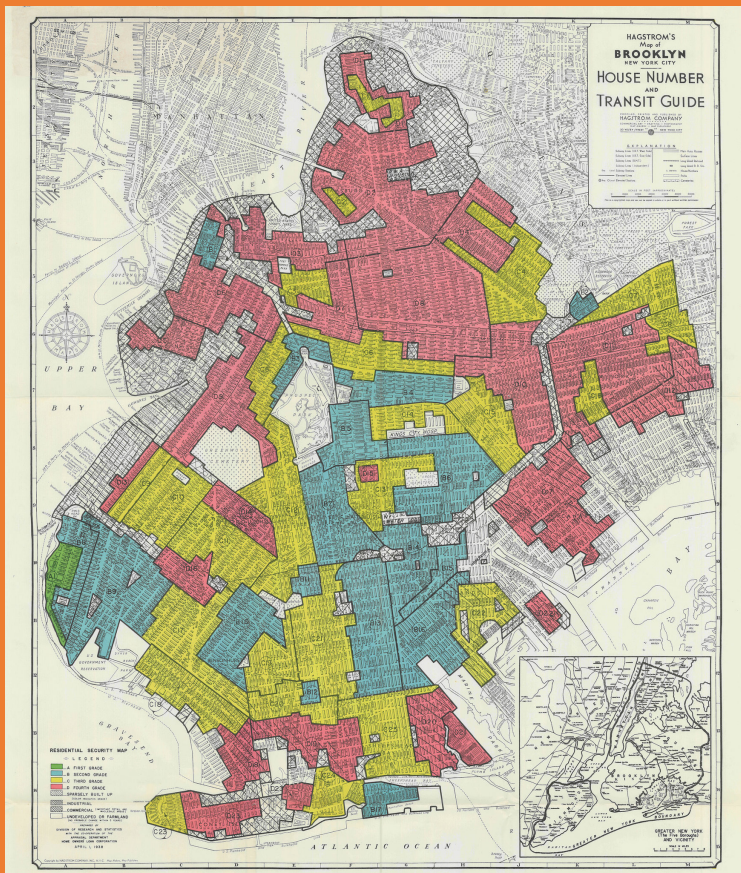


“Implicit Bias and Structural Racialization,” By Kathleen Osta & Hugh Vasquez, National Equity Project



Example: Policies and Practice

Map of Residential “Redlining”



Inequitable policies have been prevalent across intuitions:

- Hiring
- Health Care
- Policing
- Banking
- Housing
- Education



#2: Connect to Lived Experience



Lived Experience



- *Lived experienced* is the intersection between the moments of our life story and the impact these occurrences have on choice and perception (Manen, 2016)



Microaggressions

“Once, a friend of mine asked me to translate her Chinese American tattoo... Exoticism has hit an all time high”

“I developed a script for people in my own neighborhood when asked where I am from”

“I had to develop patience when teachers are suspicious because, in their words, I write well”



Marginalization

“I feel like if there was a scale of Indian and non-Indian, I would be in the middle. I’m being pulled from both directions”

“I feel like I don’t belong here, I set a lot of goals for myself, I wanted to come to school- but when I got here, it was really hard. I wanted to go get in my car and go home”

“Some teachers expect you do do poorly, and other don’t even think that I exist... It seems like I always must prove myself”



Disillusionment

“Having now matured and emerged from my childhood innocence, I question whether Northsiders matter—at least, I question whether Northsiders matter equally to the outsiders known to enter.”

“I live in a state, city, community [MN] that espouses to be the epicenter of educational prominence and excellence. I believe that there is much truth to this belief for White children, and I suggest one follow up with the question for whom, because it’s certainly not for students of color.”



#3: Attitudes and Actions



Equity-Minded Characteristics

- 1 Self-Aware
- 2 Listening
- 3 Empathy
- 4 Structurally Aware
- 5 Seeks Missing Perspectives
- 6 Effective communication
- 7 Commitment



A Paradigm Shift...

In Self

Asset Mindset: A perspective that every student has the potential; they have the motivation to grow and produce higher outcomes.

In Society

Decolonization: is the process of deconstructing colonial ideologies of the superiority and privilege of Western thought and approaches.



Next Steps...



Relentless Reflection



Lifelong Learning



Measurable Milestones



“Not everything that is faced can be changed, but nothing can be changed until it is faced.” – James Baldwin

Thank you!



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