

Data and Policy Review

Equity Team



Introduction

People, Place, Power & Process



Over the next 3-4 months, the Equity Team will engage in a deeper dive on equity, diversity and inclusion. The Equity Team will form sub-teams that will conduct a data, policy and procedure analysis. The analysis will help the Equity Team develop goals which will become a part of the Equity Action Plan. The sub-teams' charge is: (1) gather pertinent information; (2) meet at sufficient intervals to conduct a review and make recommendations; and (3) write up discoveries and recommendations to present to the full Equity Team.

To help guide the review process, an Equity Lens will be utilized. It employs a holistic and culturally responsive framework that includes references to the key areas that influence equity. Research indicates that equity and inequity are driven by a set of interrelated factors. Examining these interconnections between people, place, process, and power is an accessible way to deeply understand the impact on communities. We briefly define each key concept area on the next page and use this framework to organize the Lens questions.



Your Consulting Team
Colemon and Associates

Equity Lens

Connection to People refers to individuals, groups, communities, or populations. Within the Lens, consider multiple cultural ways of being and how organizations can integrate diverse paradigms into practice.

Connection to Place refers to a locale, region, center of population, or location. To go a bit deeper - place is a space with meaning attached, "places are centers of felt value". Expand the notion of place beyond geography to include a more holistic perspective held by a diversity of cultures that defines place as a locale comprised of social relationship and meaning.

Connection to Process and Power: connecting to process in the Lens means continually refining engagement and relationship-building methods in order to be more inclusive, respectful, and aware that within equity work how we do something is just as important as what is being done and why. Power exists in relationship to one another, and is exercised within social relationships within families, institutions, and communities. The Lens asks you to consider that relationships are constantly changing, and therefore the balance of power can also change.

The Lens is a set of questions that help illuminate diversity and absent voices; equity and inequities; and inclusive spaces/practices/experiences and exclusive spaces/practices/experiences. Examples include:

- Does this policy, procedure, action, space or information help or hinder our connection to people? Does it create greater access to resources internally or externally?
- Does this policy, procedure, action, place or information help or hinder opportunities to connect constituents (internal and external) to power and processes stewarded by us?

Connections



Place



People



Power & Process

Teams and Timeline

Four sub-teams will be established to review practices, policies, procedures and data. The teams will interpret the data/information to make informed recommendations related to equity, diversity and inclusion. These recommendations will be incorporated into the Equity Action Plan. The sub-teams will meet twice monthly.

**Facility &
Built
Environ-
ment Team**



**Policies &
Practices
Team**



**Review &
Recommend**



**Workforce &
Partnerships
Team**



**Current
Efforts, Plans
& Goals Team**

Proposed Outcomes

The expectation is to first change the narrative regarding how the organization addresses equity, diversity and inclusion then move the needle on proposed outcomes that demonstrate positive change in the areas of diversity, equity and inclusion.

90%

increase in understanding of
EDI efforts

200

New

Clicks

on the DEI webpage

35%

increase in staff
participation in EDI
efforts

-15%

decrease on the
awkward
conversation scale*

45%

increase in equity-related
impacts