

OUR EQUITY FRAMEWORK

WHAT DO WE MEAN BY “EQUITY?”

Equity is a proactive, strategic approach that accounts for structural differences in opportunities, burdens and needs in order to fulfill the promise of true equality **for all**. Equity is both an **outcome** and a **process**.

An equitable society would be one in which there are improved outcomes for all and the distribution of resources, opportunities and burdens is not determined, predictable or disproportionate by identity or zip code.

Using an Equity Lens

Acknowledge how life options and outcomes are shaped by structures that benefit some and burden others based on identity and/or zip code.

Analyze the impact of these structures on a specific issue, condition or population.

Strategize structural interruptions and innovations to close gaps and improve outcomes and opportunities for all.

REPEAT, repeat, repeat...

DIVERSITY - REPRESENTATION

INCLUSION - ENGAGEMENT

EQUITY - OUTCOMES



Asking Equity Questions

In analyzing the impact of structures on a specific issue, condition, or population, ask yourself:

Who are the **PEOPLE** directly impacted and what voice do they have? Who has authority or influence, and what actions are they taking?

What **STORIES** are being told? Who tells them? What stories aren't being told?

What **RULES** are in place? Who do they benefit? Who do they burden?

How are **RESOURCES** designed, distributed and controlled? Whose needs and wants do they meet?

What is the cumulative **HISTORY** of advantage and disadvantage?

FINDING OUR COURAGE

Courage looks and feels different for each of us. Courage is both a skill and an outcome - something you have but also something you can develop. Courage is magnified when it is practiced not just by people and organizations, but in a community as a whole. Working for equity and justice can feel risky because it's an interruption of the status quo.

Wake Up, Interrupt, Step Up for Equity and Justice

- **Participate** in one of CBI's [Equity Impact Circles \(EICs\)](#) to learn more about how to see people and issues through an equity lens.
- **Build relationships** with people who experience Charlotte differently than you do. Volunteer in a local school, attend community meetings or advocate for a cause you care about.
- **Learn our history.** Take a [CBI Bus Tour](#) with your organization. Visit the Equal Justice Initiative's [National Memorial for Peace and Justice](#) in Montgomery, AL.
- **Seek out art** created by people whose voices aren't often lifted up. Check out [McCull Center](#), [LACA Projects](#), the [Harvey B. Gantt Center](#), [dupp & squat](#), [SouthEnd ARTS](#) and other local creative spaces.
- **Identify the people** in your life whose courage inspires you - and ask them where their courage comes from. Try to find parallels in your life which inspire you make a courageous choice.
- **Burst your bubble.** Shop, eat, play, volunteer, worship or visit in parts of the community that aren't part of your usual routine. [Central Avenue](#), home to cuisine from around the world, is a great place to start!
- **Sign up** for Race Matters for Juvenile Justice's two-day [Racial Equity Workshop](#).
- **Read a book** such as [White Fragility](#), [The New Jim Crow](#), or [Winners Take All](#). Better yet, suggest to your book club, board, or staff to read them together.
- **Walk the walk.** Use an equity lens (see reverse) when considering how you give, where you live, where you shop, boards you serve on, and the vendors with whom your business works.
- **Try on a new perspective.** Seek out media, including newspapers, television, movies and podcasts, for which you are not the primary demographic.
- **Advocate for policies** like hiring people who have been recently incarcerated.
- **Listen deeply** to those with different opinions and be open to changing your mind. Be willing to admit when you're wrong.
- **Speak up.** Ask courageous questions in your workplace, place of worship or social circle.
- **Continue the conversation.** Use [#FindingCourage](#) on social media in the coming months to share how you've been practicing courage.
- **Practice.** Acting courageously gets easier the more you do it.
- **Check in** with yourself in 3 months to see how your "courage muscles" have developed.



CONNECTING WITH ONE ANOTHER

What does courage mean to you?

What keeps you from being more courageous in working for equity and justice?

To build a more equitable and just community, what courageous questions could I ask myself or my organization?

CONVERSATION GUIDELINES

LISTEN-SPEAK-DISCOVER

- Speak your feelings and thoughts by making "I" Statements
- Listen for understanding rather than judgement
- Be open to thoughts and feelings different than your own
- Be respectful of one another
- Share airtime



#FINDINGCOURAGE CROSSWORD PUZZLE



Key Words

- | | |
|-----------------|--------------|
| ■ Audacity | ■ Guts |
| ■ Bravery | ■ Resilience |
| ■ Determination | ■ Sacrifice |
| ■ Firmness | ■ Spirit |
| ■ Grace | ■ Tenacity |
| ■ Grit | ■ Toughness |



Courage is
contagious.

Billy Graham

