

# FAULT LINES

RESPONDING  
WITH **HOPE &  
COURAGE**

## QUESTIONS FOR CONVERSATION

*What Fault Line matters most to me? What other Fault Lines do I see or experience?*

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*What is my role in addressing the Fault Lines that I see or experience? What skills do I have already?*

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*What are the Fault Lines in me? How do I participate in or perpetuate inequitable systems?*

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*Fault Lines exist all around us, embedded in the ground, often going unaddressed or unnoticed until stress makes them impossible to ignore.*



At CBI, we continually examine what's in our ground — for us personally as well as for our identity group, organizations, community, and nation. Our ability to build a more inclusive and equitable future starts when we become more aware of our ground, where we stand, and what shapes us — especially when we examine the Fault lines revealed again in 2020.

In a year marked by a pandemic, a growing racial justice movement, and a contentious election, each of us likely remembers a moment when we were moved to **Wake Up** to something we began to see in a new light. For many, aspects of our current reality **Interrupt** our assumptions and expectations. Some felt called to use their voices, hands, or feet to **Step Up**.

### How do we equip ourselves to respond to Fault Lines we see or experience?

- Deepen our **Knowledge**, recognizing that we cannot repair a crack we do not understand.
- Strengthen our **Skills** to ask different questions, listen to different voices, and seek different solutions.
- Gather our **Courage** by identifying what matters to us, and building connections with those who support, inspire, and challenge us..

*Many of the Fault Lines we are witnessing stem from inequities built into our systems and structures. Using an equity lens and asking equity questions helps us examine, acknowledge, and address inequities and build structures that are more resilient.*

### Using an Equity Lens

**Acknowledge** how life options and outcomes are shaped by structures that benefit some and burden others based on identity.

**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...

### Asking Equity Questions

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?

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#FaultLines

