

Oregon City and County Managers' Association
Presentation on July 20, 2022
Key Equity Terms and Concepts
(Anna Allen, Equity & Inclusion Director, City of Bend &
Steve Lee, Diversity, Equity, & Inclusion Manager, City of Hillsboro)

Racial Equity: The condition where one's racial identity has no influence on how they fare in society.

Notes & Questions:

Race Equity Culture: A culture focused on proactive counteraction of social and racial inequities inside and outside of an organization.

Notes & Questions:

Equality: The effort to treat everyone the same or to ensure that everyone has access to the same opportunities, even though people have different starting points.

Equality means each individual or group of people is given the same resources or opportunities (focusing on sameness in the process).

Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome (focusing on sameness in the outcome).

Notes & Questions:

Race Consciousness: Recognition that all marginalized groups experience systemic inequity, and those laws, policies, and practices are necessary to explicitly address the deep and pervasive racial inequities.

Notes & Questions:

Diversity: Emphasizes how many of a type of person is represented in a group, organization, etc. and is not a commitment to quotas, but alone does nothing to change racial inequities or lack of inclusion.

Notes & Questions:

Inclusion: Environment where persons of different backgrounds and identities have a sense to come as they are and be accepted as decision-makers and collaborators rather than feeling the need to assimilate. ices are necessary to explicitly address the deep and pervasive racial inequities.

Notes & Questions:

Intersectionality: Understanding how aspects of a person's social and political identities combine to create different modes of discrimination and privilege.

Notes & Questions:

Colorblindness

Belief that people should be regarded and treated as equally as possible, without regard to race or ethnicity.

Ignores the manifestations of policies which perpetuate racial inequities.

Pretending race doesn't exist is not the same as creating equity and will not end racism or racial inequity.

Notes & Questions:

Zero-sum thinking: Says that progress for people of color will take away what white people already have, when, in fact, racial equity seeks the same outcomes for everyone.

Notes & Questions:

Questions for the presenters:

Call to Action:

One of the most difficult things to do in any learning situation is to implement the ideas that were presented. Often this is because so many valid ideas are presented that it is nearly impossible to do something about each one – or even to remember what all of them were. The key is to focus on the most important idea presented and decide to act on it.

T: What is the most important **thing** you learned from this session?

A: What **action** would you like to take on that idea?

B: What **barriers** stand in the way of you taking action?

B: What are the results, rewards, and **benefits** you would receive if you did take the action?

Promise yourself that you will take action on what you have learned. Write all promises as positive statements. Check back on yourself at the end of ten days. Write the goal and a way to reward yourself on your calendar.