

PARTNERSHIP FOR RESILIENT COMMUNITIES

Peer Learning Workshop - Detroit, MI
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Equity in Practice - How we move beyond the word

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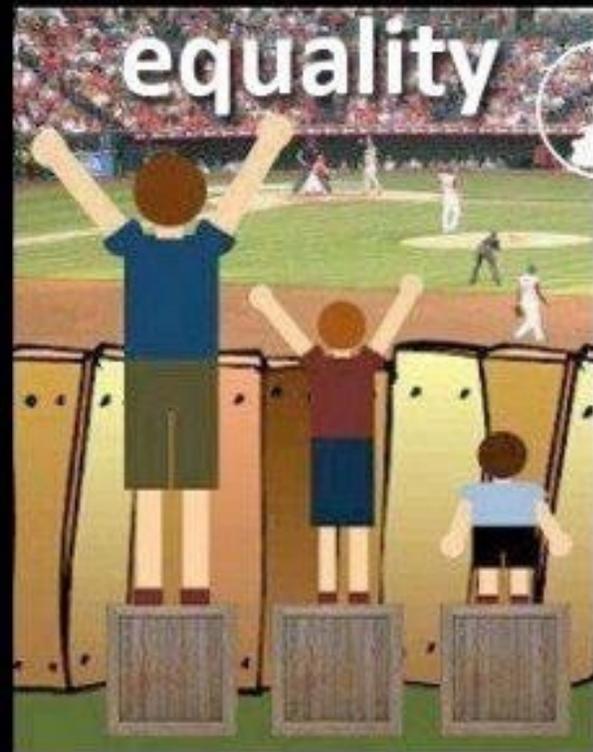
September 14, 2017



EQUALITY



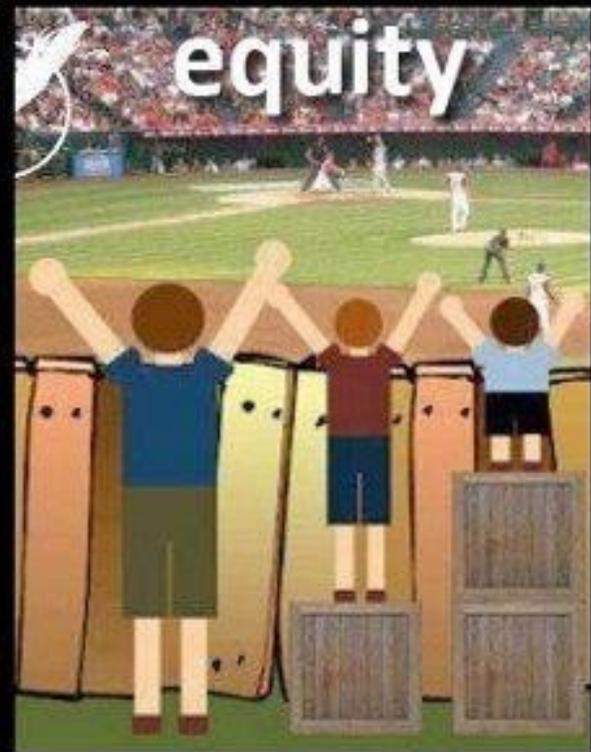
EQUITY



Equality = SAMENESS

Equality is about **SAMENESS**, it promotes fairness and justice by giving everyone the same thing.

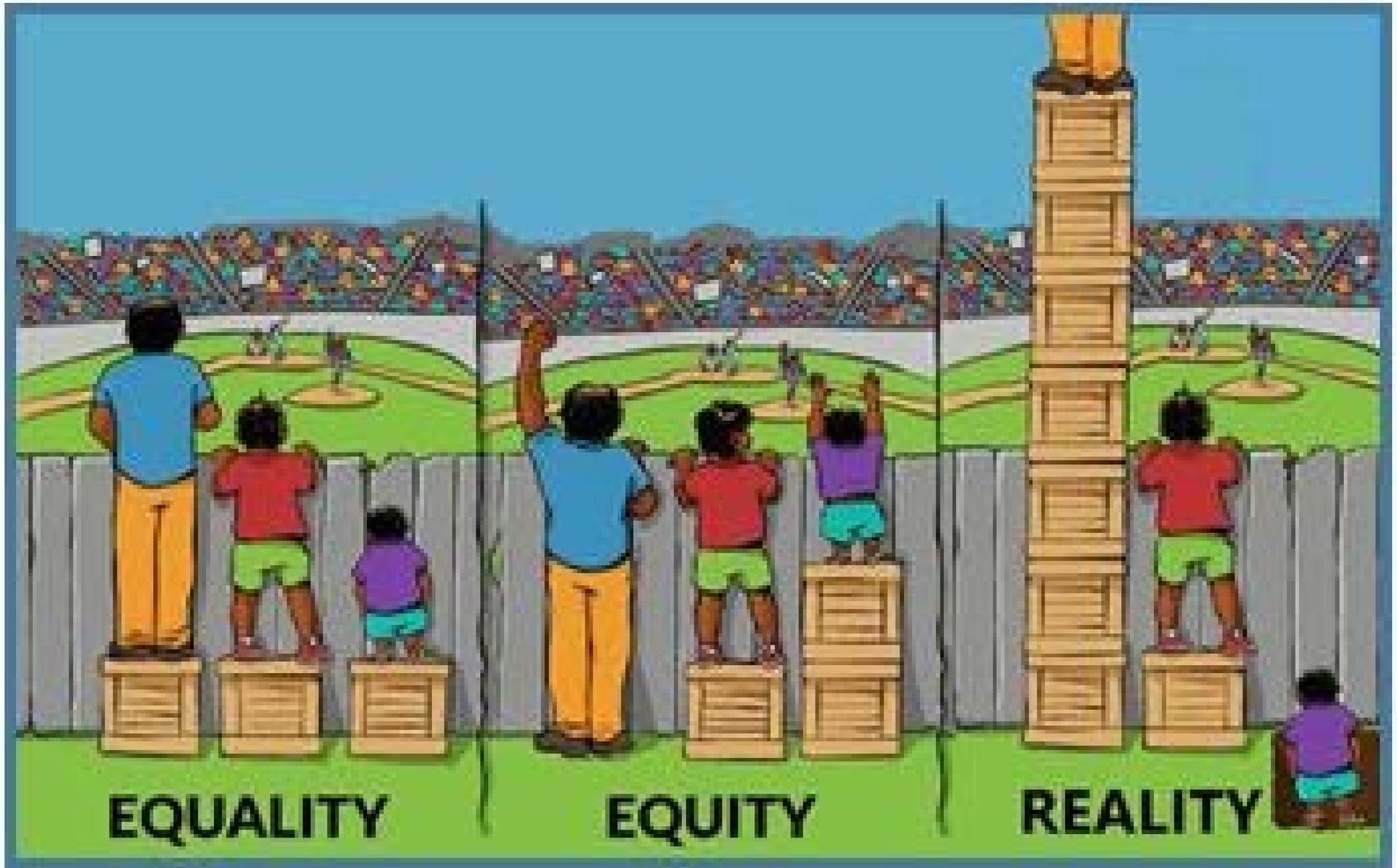
BUT it can **only** work **IF** **every-one** starts from the **SAME** place, in this example equality only works if everyone is the same height.

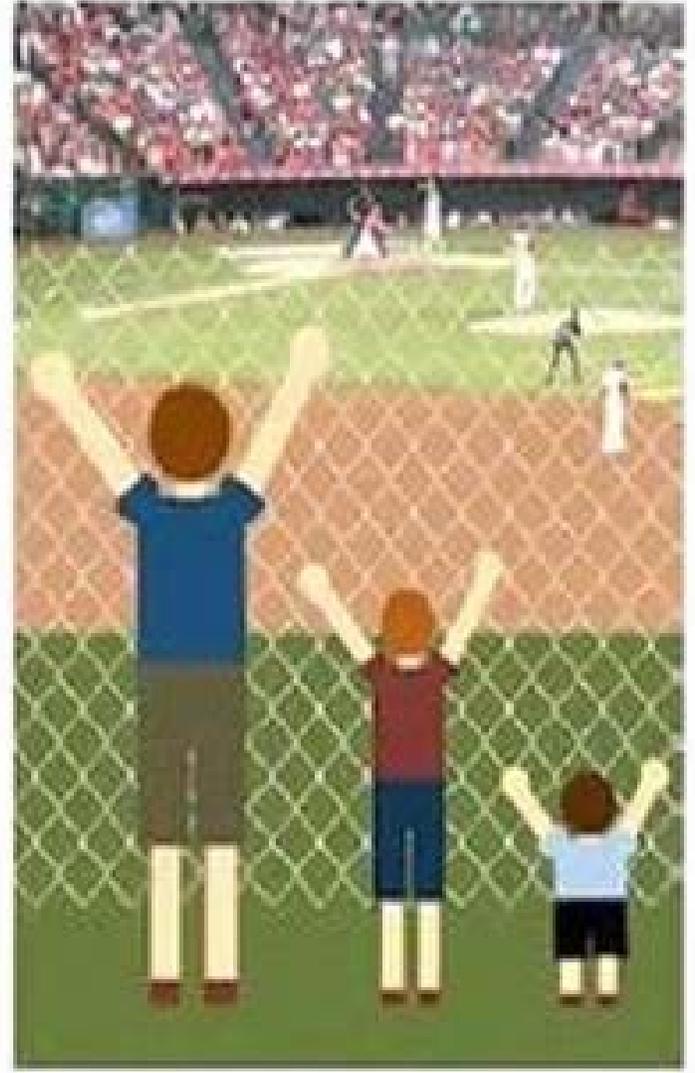


Equity = FAIRNESS

EQUITY is about **FAIRNESS**, it's about making sure people get access to the same opportunities.

Sometimes our differences and/or history, can create barriers to participation, so we must **FIRST** ensure **EQUITY** before we can enjoy equality.





What do we mean by **EQUITY**?

- **Context** – What do we mean? What do we want?
- **CDAD** – How are we talking about equity? What are we doing?
- **Practice** – Moving beyond the word, What is the process?

equity

noun eq·ui·ty \ 'e-kwə-tē\

Definition of equity

plural equities

1

a : justice according to natural law or right;
specifically : freedom from bias or favoritism

b : something that is equitable

Equity is just and fair inclusion. An equitable society is one in which all can participate and prosper. The goals of equity must be to create conditions that allow all to reach their full potential. In short, equity creates a path from hope to change.

- PolicyLink

CDAD CORE VALUES

EQUITY

Acknowledging that community development is about social justice - the right of everyone to participate, make decisions and determine the future of their neighborhoods and community.



INTEGRITY

Performing our work in a way that inspires trust, is transparent, and accountable.

RESPECT

For ourselves, colleagues, members, partners and specifically the expertise of Detroit residents.

DIVERSITY

Appreciation and inclusion of different viewpoints, experiences, cultures and backgrounds, with a commitment to ensuring diversity in CDAD's organization, activities and Detroit's community development industry.

**HOW TO
MOVE
FROM WORDS
TO ACTION**

?

What's important to us?

- Social justice and neighborhood power
- Healthy and vibrant neighborhoods for all Detroiters
- Community development leadership representative of Detroit's population
- Community planning and development

Putting Racism on the Table



DATA



KNOWLEDGE

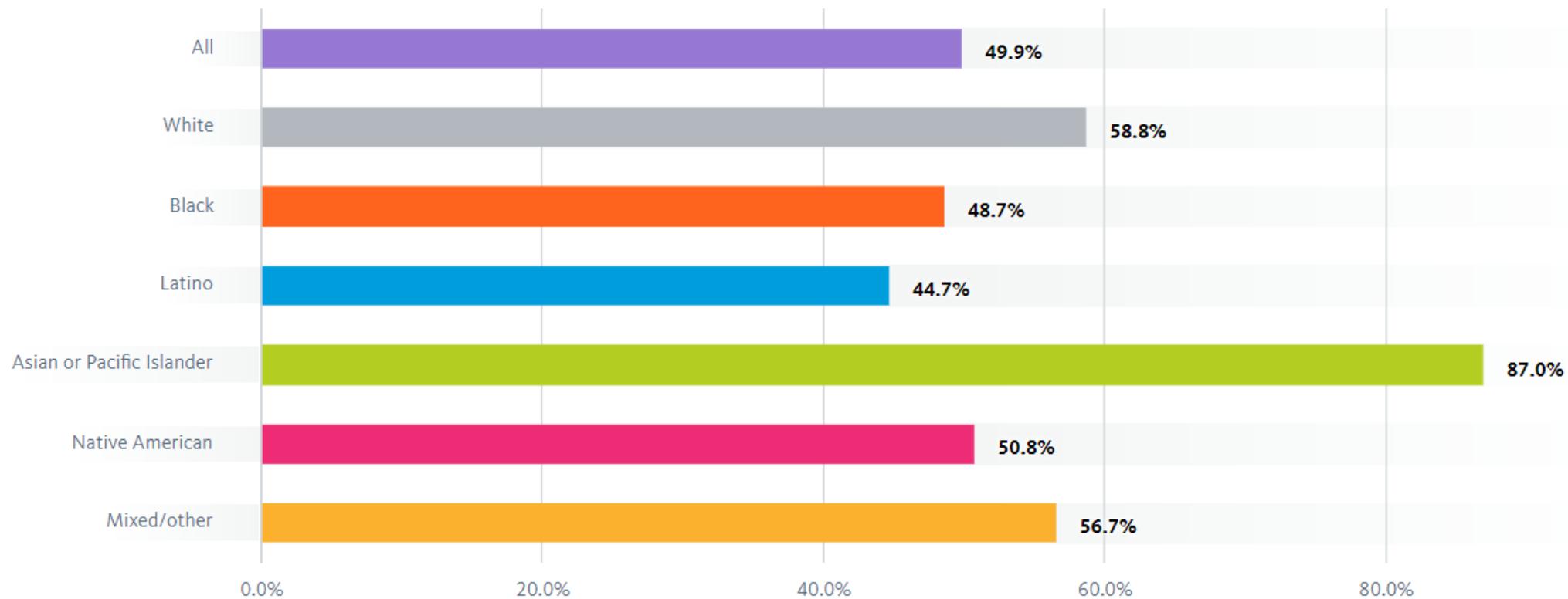


ACTION

Neighborhood poverty ? Detroit City, MI

Breakdown:

Percent living in high-poverty neighborhoods by race/ethnicity: Detroit City, MI, 2014



U.S. Census Bureau; GeoLytics, Inc.

Year(s): 2000 2014

Compare: →

Why it matters

People who live in high-poverty neighborhoods have less access to jobs, services, high-quality education, parks, safe streets, and other essential ingredients of economic and social success that are the backbone of strong economies. People of color—particularly African Americans, Latinos, and Native Americans—are significantly more likely than their white counterparts to live in high-poverty neighborhoods, even if they themselves are not poor.

**TAKE
ACTION**

How do we take action?

- Community benefits agreements
- Affordable housing
- Community planning
- Succession planning

Thank you!

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We must establish a new world order based on justice, on equity, and on peace.

- Fidel Castro