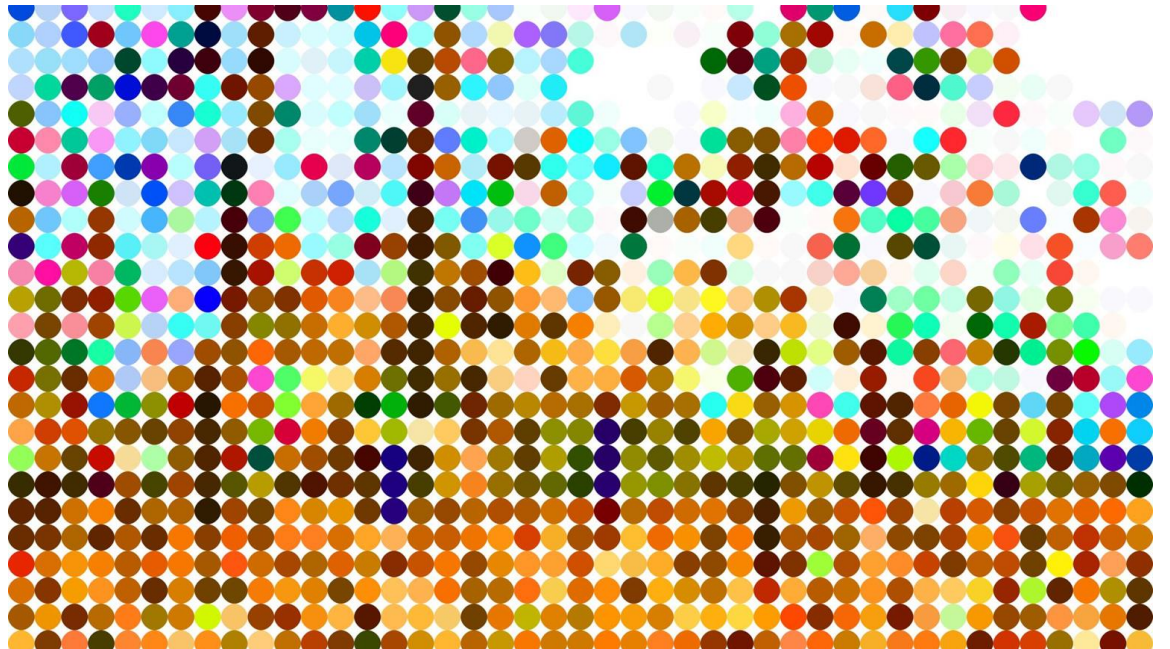


Centering Racial Equity – The Foundations of Diversity, Equity, & Inclusion

Joli Angel Robinson
Pronouns: she, her, hers
President/CEO – Metro
Dallas Homeless Alliance
Twitter @JoliARobin

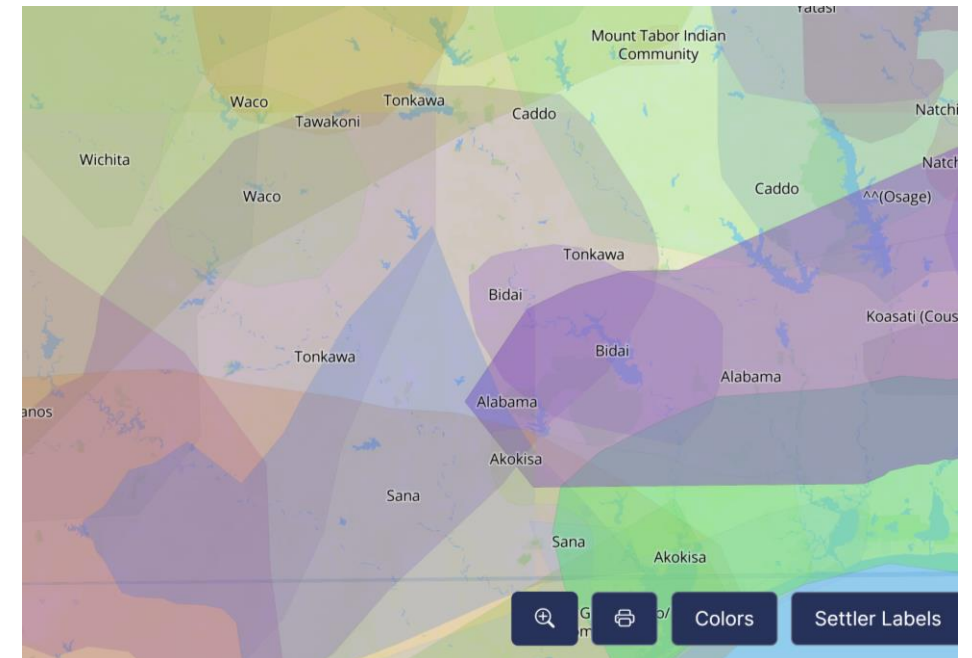


Time will consist of discussing the following:

- Implicit Bias
 - Diversity & Inclusion
 - Equity v. Equality
 - Racial Equity
-

Land & People Acknowledgement (Indigenous people & slave labor)

“recognition of Indigenous territory or homelands is shared to inform the audience that specific Native American peoples have acted, and continue to act, as stewards of the land and space associated with the respective gathering.”



A Little Bit About Me



- Previously VP of Government Affairs & Public Policy at Dallas Area Habitat for Humanity
 - Managed Community Engagement at the Dallas Police Department
 - Training Facilitator on topics ranging from Implicit Bias to the Inclusion of Queer Voices in Racial Healing
 - Previous Co-Chair of Truth, Racial Healing, & Transformation Organization in Dallas
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- Lead agency for Dallas & Collin County Continuum of Care
 - Mission: MDHA is a backbone organization that leads the development of an effective homeless rehousing system. In partnership with 100+ public, private, and nonprofit institutions, we make the experience of homelessness in Dallas and Collin Counties rare, brief, and non-recurring.
-



**Why ongoing training and
conversations exist about
Racial Equity, Diversity,
Equity, & Inclusion?**

Implicit Bias Defined

- “unconscious attitudes and stereotypes that can manifest in the criminal justice system, workplace, school setting, and in the healthcare system.
 - Implicit bias is also known as unconscious bias or implicit social cognition.
 - There are many different examples of implicit biases, ranging from categories of race, gender, and sexuality.”
-

How Do our Biases Develop?

- Developmental History
- Experiences
- Cultural Conditioning
- Media



Bias is Baked In

Google the following terms & select Images

Homeless

Panhandler

Shelter

Case Manager

Executive Director

Explore the Implicit Bias

Some of the most common:

- Race
 - Gender
 - LGBTQ+ Community
 - Ability or Differently Abled
 - Age
 - Housing Status
-

Where Does Implicit Bias Show Up?



EVERYWHERE

EVERYWHERE

EVERYWHERE

EVERYWHERE

EVERYWHERE

Where Does Implicit Bias Show Up

- Education
- Healthcare
- Housing



Where Does Implicit Bias Show Up

- Employment
- Criminal Justice



How Implicit Biases Show Up

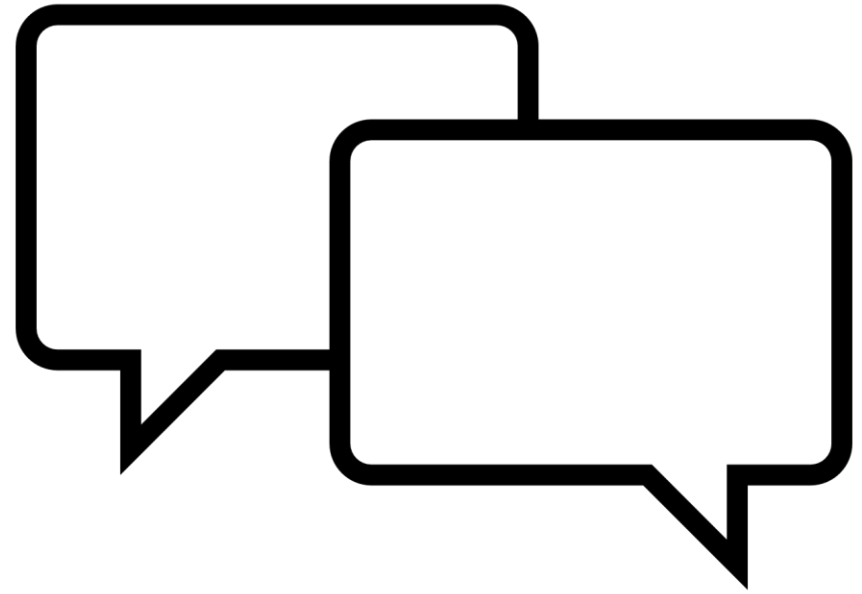
How does implicit bias show up in our space/system?

How does it impact who receives services and/or support?

How does it impact who is promoted within organizations?

Discussion

How do we take the knowledge of implicit biases & incorporate it into our work?



Diversity vs. Inclusion

"Diversity is being invited to the party;
Inclusion is being asked to dance."

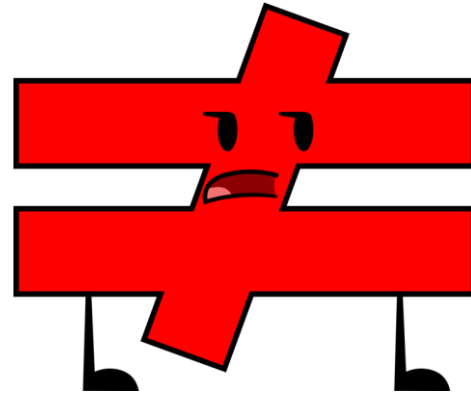
- Vernā Myers



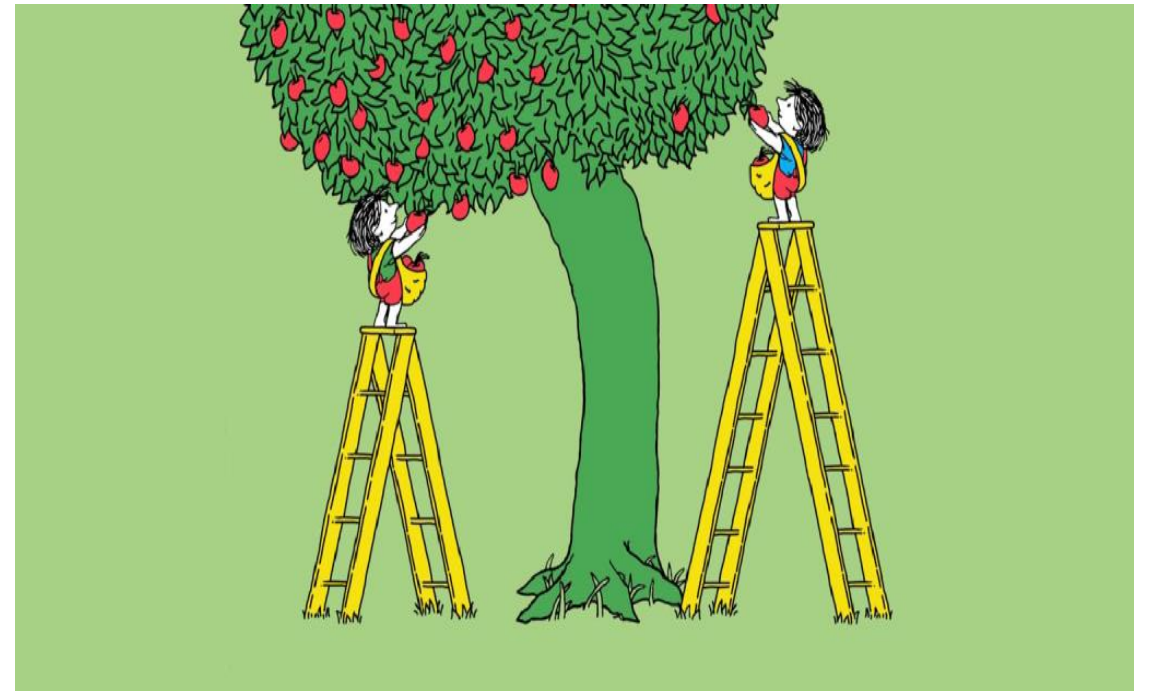
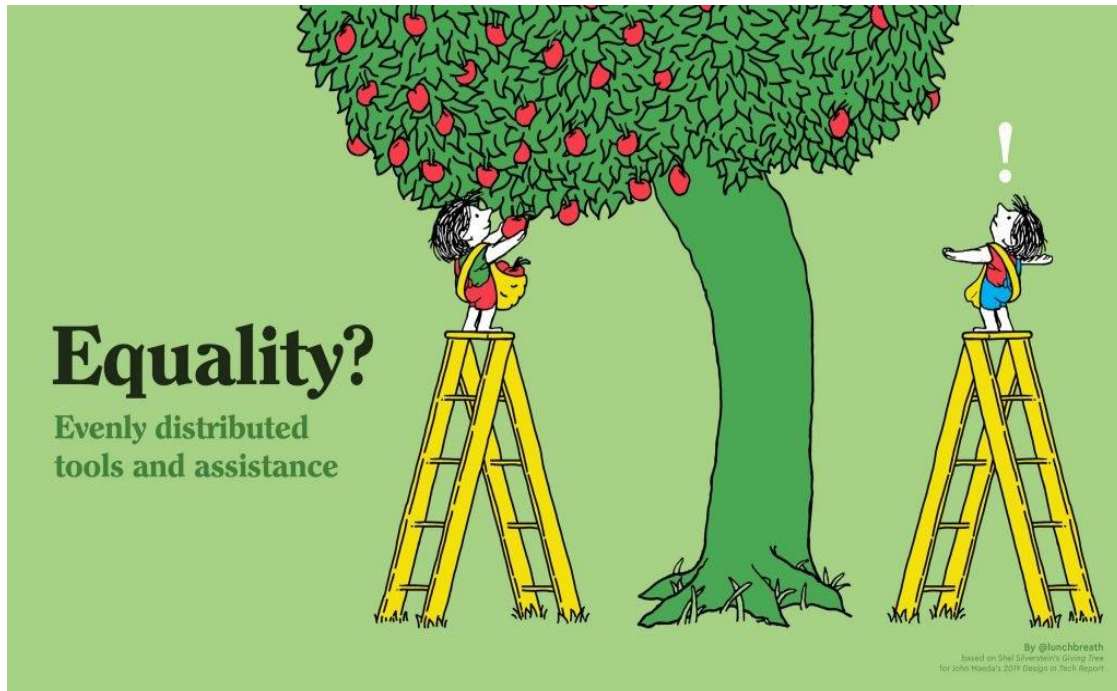
Diversity = blend of people at work

Inclusion = diverse people are invited into the conversation, processes, & decisions

Equality



Equity



Equality vs. equity

[Social Change UK](#), a social research and campaign company, explained the difference succinctly in a blog post.

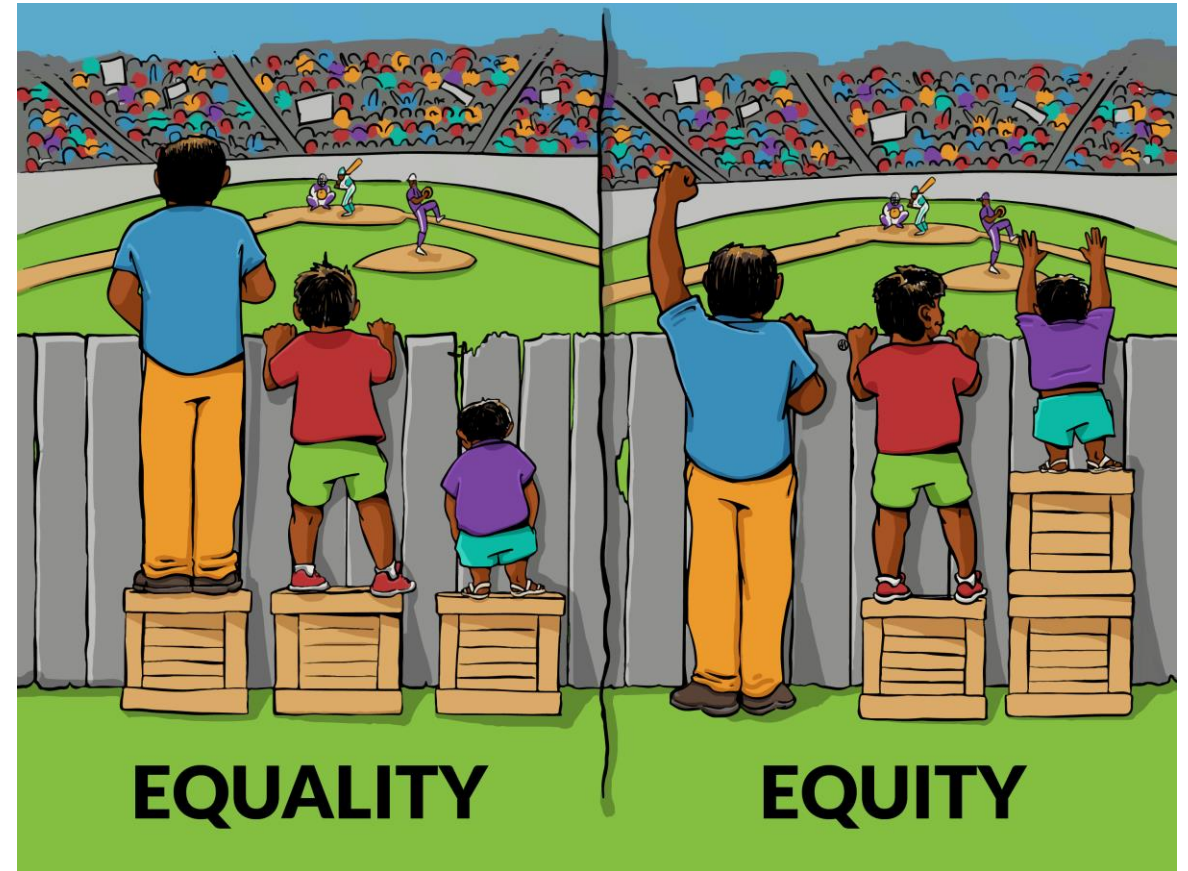
"Although both promote fairness, equality achieves this through treating everyone the same regardless of need, while equity achieves this through treating people differently dependent on need," their website reads. "This different treatment may be the key to reaching equality."

[The Difference Between Racial Equity and Equality, Explained \(businessinsider.com\)](#)

In a [blog post on Medium](#), Richard Leong, DEI consultant and leadership coach, wrote that there's more work to be done.

"Driving equity and justice isn't about tinkering with systems that just ended up being imbalanced, it's about dismantling oppressive systems that are working exactly as they were designed," he wrote.

[The Difference Between Racial Equity and Equality, Explained \(businessinsider.com\)](#)



Equity Defined

*Equity is Focused
on Impact &
Outcomes*

“While the terms equity and equality may sound similar, the implementation of one versus the other can lead to dramatically different **outcomes** for marginalized people.

Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal **outcome**.”

Why a Focus on Racial Equity?

“Focusing on racial equity provides the opportunity to introduce a framework, tools and resources that can also be applied to other areas of marginalization.”

Source: Racial Equity Alliance

Example using a peanut allergy



“Equity Must Be
Baked in,
Not Sprinkled
On”



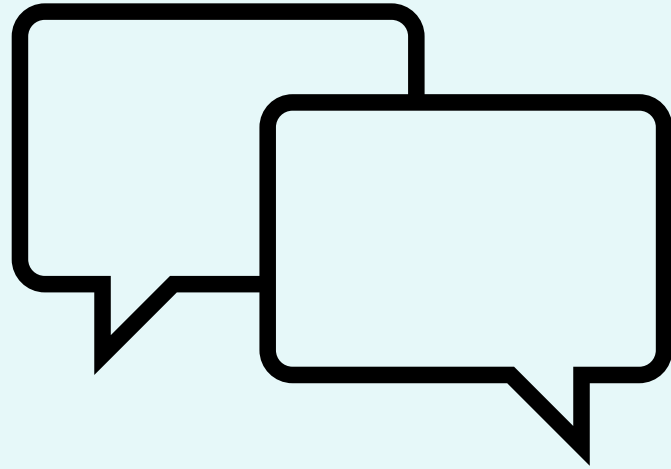
- What is the data telling you?
 - Are you capturing the appropriate data to help you better understand your impact & outcomes?
 - Do you then use that data to inform your processes & programs moving forward?
 - How do you appropriately *communicate* the data?
-



Think About your Organization & Processes...

What impact are you or your policies having on your employees, stakeholders, and clients?

Note: Think about these questions from the lens of intentional and unintentional impact and outcomes



Discussion

Now let's think about equity (racial, gender, ability, age, etc), how do we incorporate the ideas of equity into our work?

Moving from Ally to Advocate

- What's being said & done when “the other” is not in the room?
 - How are you working to create policies and processes that are inclusive?
 - How are you addressing your own biases (implicit & explicit)?
 - Proactive actions focused on equity
 - A Champion of Marginalized Communities
-

What can you/we/us do?

- Focus on outcomes and intent. What's the data telling you?
 - Read. Read. Read....and then read some more. Find perspectives and stories that are different from yours.
 - Cultivate brave spaces for conversations.
 - Build coalitions & partnerships with organizations and individuals doing the work.
 - Include those with lived experience (**Intentionally** not to just check a box)
-

A serene sunset scene over the ocean. The sky is a warm, golden-orange color, transitioning into a darker blue at the horizon. The ocean surface is textured with small waves, and in the foreground, larger, darker waves are breaking, creating white foam. The overall mood is calm and contemplative.

Lean into the
discomfort of the work.

Brené Brown

Ask the Tough Questions & then Act

- Who is at the table? Who is not at the table?
 - Whose voice is not being heard? Whose voice is consistently being heard?
 - Is it because we have not done our due diligence to build relationships?
 - Is this action performative in nature? Or are we truly changing our systems and policies and seeing the results that support those changes?
 - Am I “blaming” certain community members for their own outcomes?
 - How are you using the data to inform your processes and not simply to confirm you biases?
 - What unnecessary barriers are in place that prevent access and opportunity for all?
-

Racial Equity Workgroup

Comprised of CoC members & Community Partners



Equity in our System



Equity by our System


Racial Equity Workgroup Roadmap

- Internal staffing data
 - External “impacts/impacted” data
 - Integration into workgroups to influence overall system transformation & capacity
 - Three areas:
 - Individual work
 - Training
 - Organizational work
 - Policy, Representation, Embracing Inclusion, Equity, & Diversity
 - Equity statement
 - System-Wide work
 - Coordinated Access - Processes & Metrics
 - CoC Analysis Tool
 - Review of data built into initiatives & displayed on Dashboards
-



CAUTION!

This is not easy work,
but it is necessary work



Q & A

Stay Connected:

LinkedIn – Joli Angel Robinson

Twitter - @JoliARobin

