Equity and Empowerment Concept and Guidance

- Equity requires the intentional examination of systemic policies and practices that, even if they have the appearance of fairness, may, in effect, serve to marginalize some and perpetuate disparities. (E&E Lens, p. 7)
- In order to eliminate the root causes of inequity, organizations must identify and eliminate oppression and discrimination in policies, practices, processes, structures, and relationships between colleagues, and between their structures and community members. (<u>E&E Lens, p. 6</u>)

Systemic

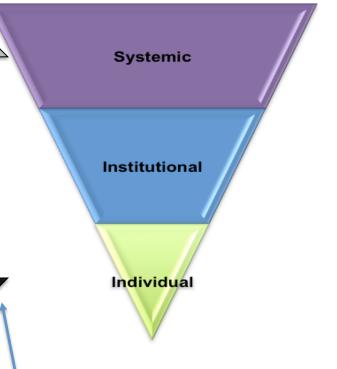
The interplay of policies, practices and programs of differing institutions which leads to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of historical and cultural conditions regardless of other intersection identities.

Institutional

Policies, practice, and procedures that work to the benefit of white people and the detriment of people of color, usually unintentionally or inadvertently.

Individual/Interpersonal

Pre-judgment, bias, stereotypes or generalizations about an individual or group based on race. The impacts of racism on individuals – white people and people of color (internalized privilege and oppression). Individual racism can result in illegal discrimination.



The arrow represents the dynamic relationship between the different levels, each constantly influencing and impacting the others simultaneously.