EQUITY

Equidad

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Lori Villarosa (PRE)

- Analyzes data
- Understands disparities & reasons

To RACIAL JUSTICE

- Looks at structural root causes
- Names race explicitly

From RACIAL EQUITY

- Acknowledges racial history
- Vision of fair & inclusive society
- Focuses on building power
- Transformative solutions

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How organisational structures affect our ways of working?

Jenny Oppenheimer (Lankelly Chase)

To have racial diversity

To have ALL VOICES represented

To watch power dynamics

The board members need to reflect the VALUES we want to live

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Alberto Vasquez (NEO Society and Disability)

People with disabilities represent 15% of society

Only 1% of funding opportunities go for this sector

Gaps can be filled with participatory grant making to create ownership of decisions

Respond to real needs

Build trust
¿Qué nuevas perspectivas sobre la equidad aportan estas historias?

Equity

Equidad

How do these stories make you think about equity in new ways?

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Evitar un lenguaje colonizador.

Traducir los debates sin arraigarlos en el contexto de destino.

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¿Cómo desmantelar el lenguaje que refleja las DINÁMICAS de PODER?
Do we find in an intersectorial way?

Meaningful practice of working within an ecosystem

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WHO IS NOT REPRESENTED?
How to maintain awareness of the problems we want to overcome?
If we ALL do the SAME ACTION, we will always leave SOMEONE OUT
The importance of language:
What term means what?

Disability?
Empowerment in French?
Justice?
Rights?
Equity?
or Equality?
RUN!
ARE WE LATE?
IT IS URGENT!
HOW NOT TO MAKE MISTAKES?

We need to redefine our relationship with TIME in philanthropy because you can't rush this. If you do, you make MISTAKES!

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