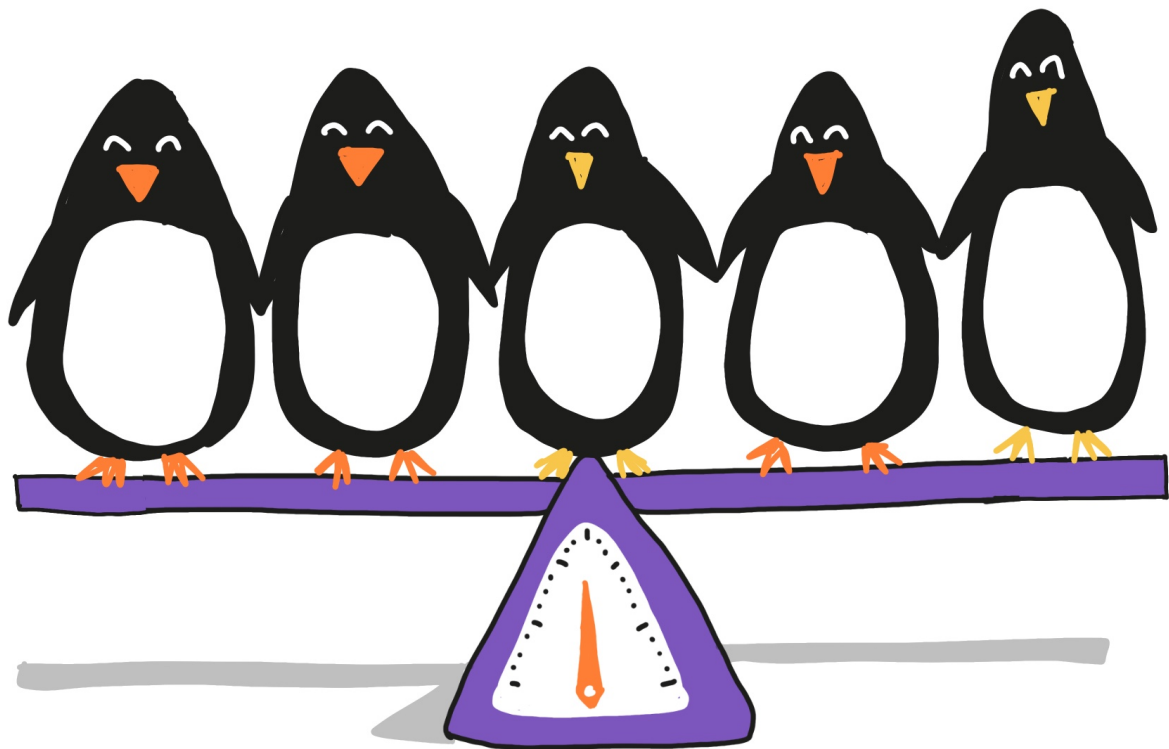


EQUITY

EQUIDAD



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To RACIAL JUSTICE

- Analyzes data
- Understands disparities & reasons

- 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



Jenny
Oppenheimer
(Lankelly Chase)

How organisational structures affect our ways of working?

To have racial diversity



To have ALL VOICES represented



To watch power dynamics

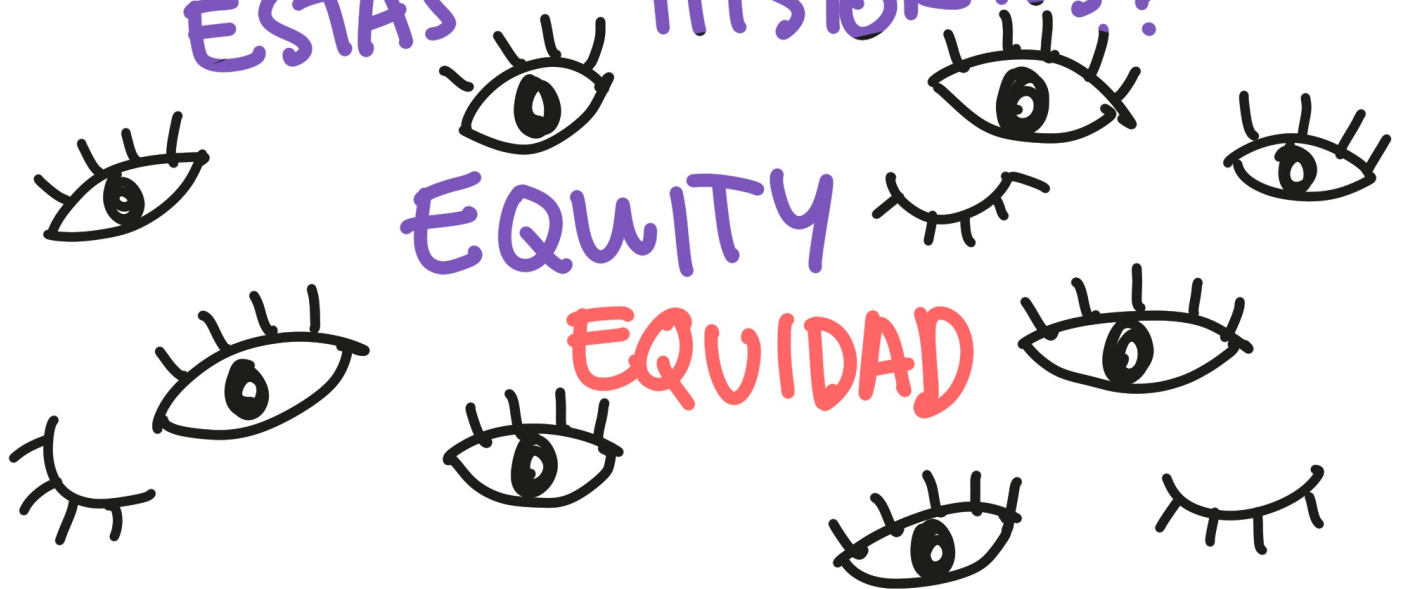


The board members need to reflect the **VALUES** we want to live



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¿QUÉ NUEVAS PERSPECTIVAS
SOBRE LA EQUIDAD APORTAN
ESTAS HISTORIAS?



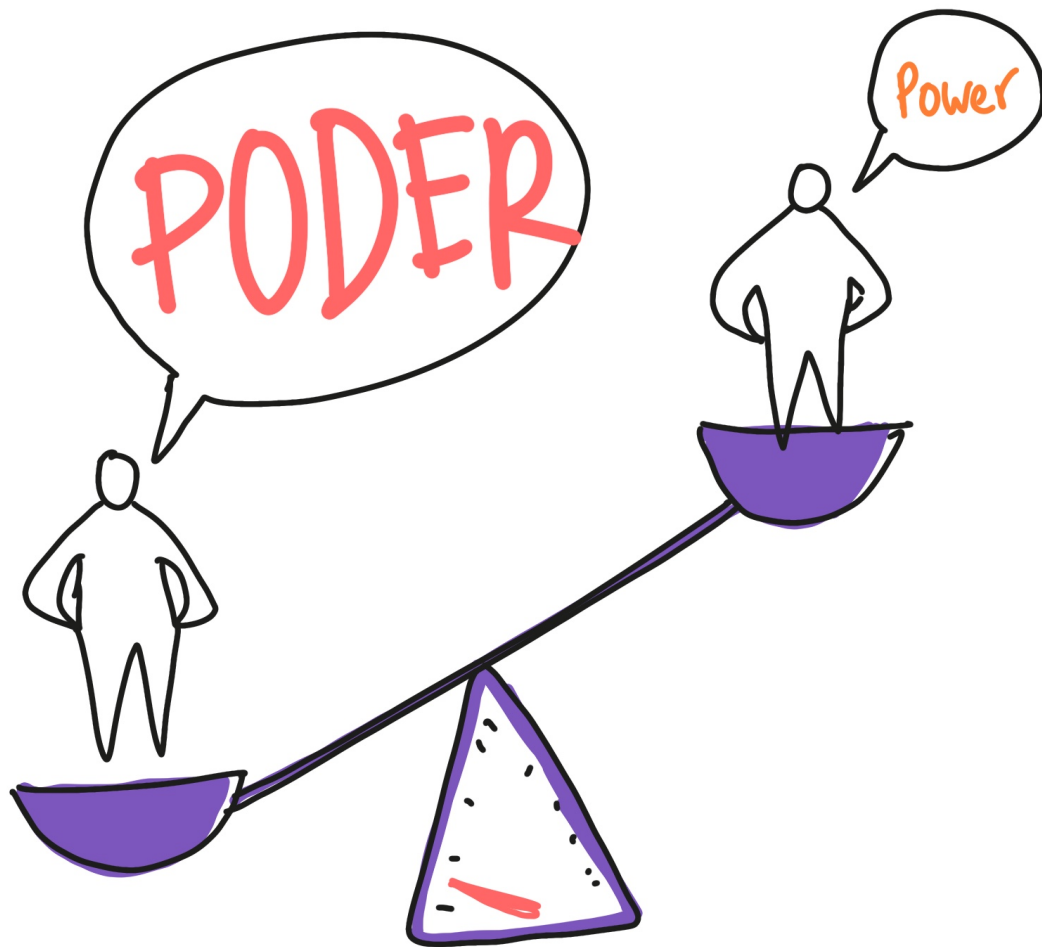
HOW DO THESE STORIES
MAKE YOU THINK ABOUT
EQUITY IN NEW WAYS?

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Evitar un lenguaje
COLONIZADOR!
Transferir los debates sin
arraigarlos en el contexto de destino .

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¿Cómo dismantlar el lenguaje
que refleja las **DINÁMICAS** de **PODER**?

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Do we find in an
intersectorial way?



Meaningful practice of
WORKING within an ECOSYSTEM

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Who IS NOT REPRESENTED?

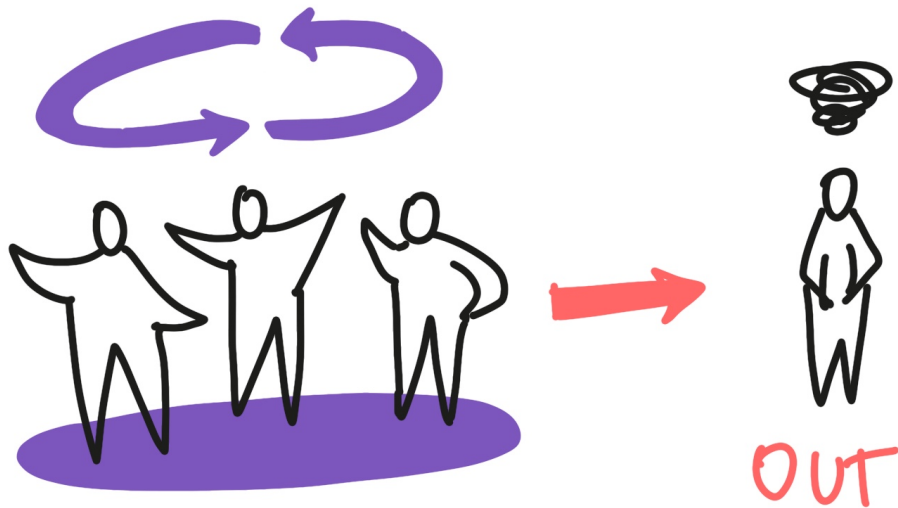


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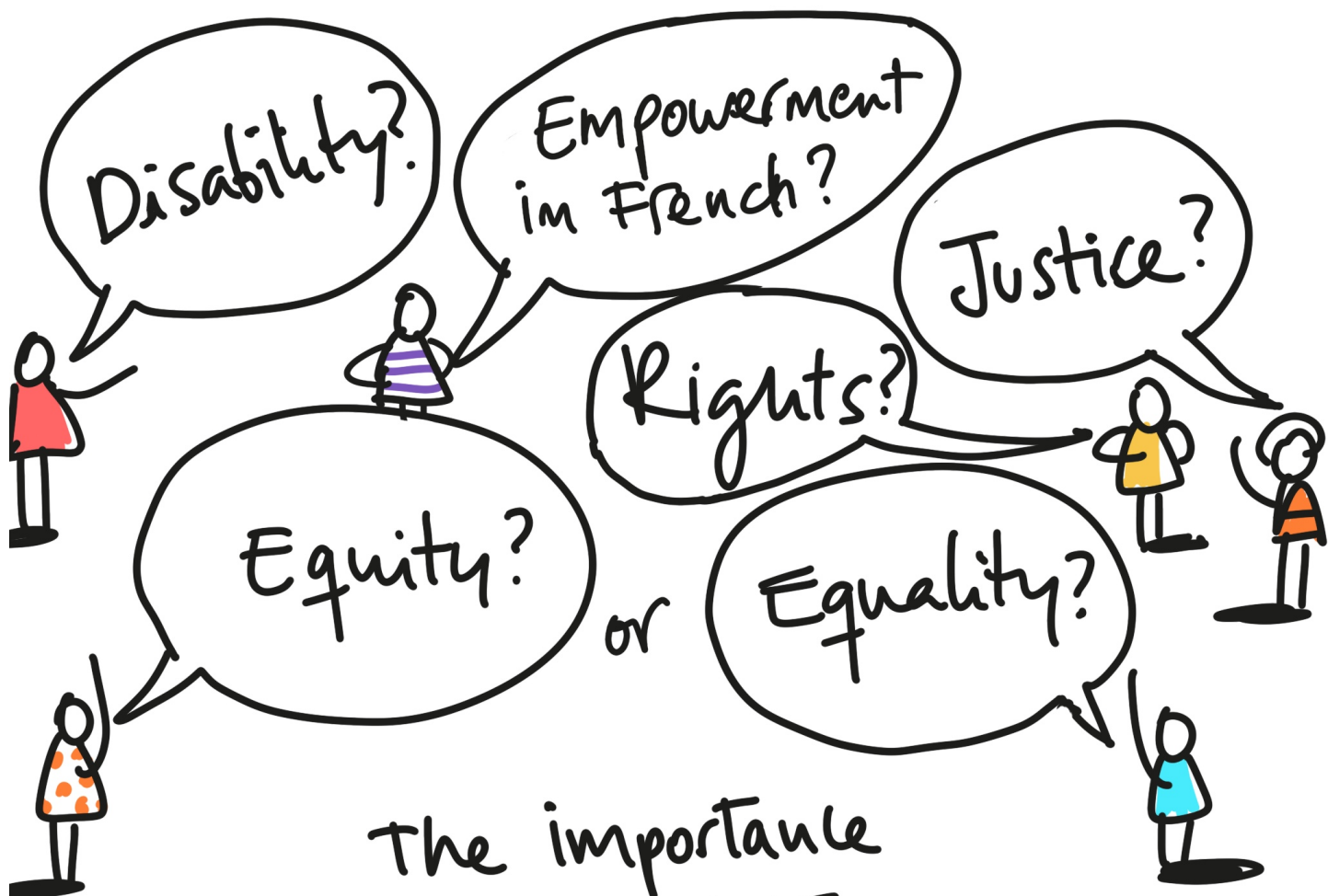
How To MAINTAIN AWARENESS



of the **PROBLEMS**
we want to
OVERCOME?

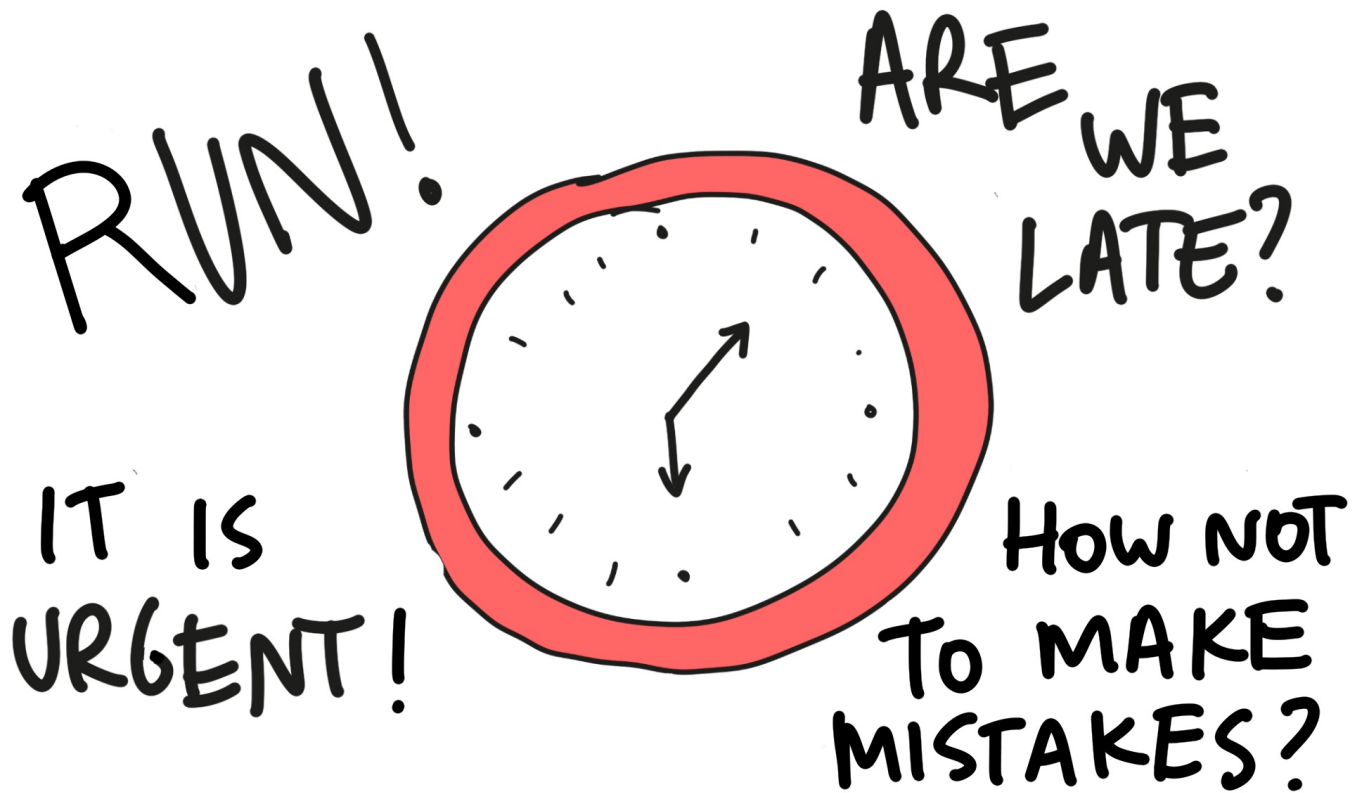


If we ALL do the
SAME ACTION,
we will always leave
SOMEONE OUT



The importance
of LANGUAGE

WHAT TERM MEANS WHAT?



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