Hello Affordable Housing Board,

I'm excited to be with you at your next meeting to facilitate learning and conversation on equity as it pertains to our collective work around housing. We will have limited time, so I am sharing a few slides in advance as pre-reads to help establish shared foundational understanding of basic diversity, equity and inclusion (DEI) concepts. For many, these slides will be an overview. For some, it might spark new insight. Wherever we are in in our individual DEI learning, it is important to have shared understanding as a team.

The notes I share for each slide below are at a high level. We could easily discuss each slide in-depth, however there is not time and I know you're eager to start investing in community via the fund. Thank you in advance for your understanding and grace should I leave out a core aspect of the concept.

I will include the slides in the final presentation, so you have a complete set after the meeting. However, during the meeting, I will likely skip the slides below, so we have more time to dialogue. Please note there is a brief video (less than 4 minutes) on targeted universalism as part of the pre-work for our meeting. The link to the video is here and is also hyperlinked by the corresponding slide below.

Thank you for your leadership and service on this very important board.

Sincerely,

Stacy Stout, Director of Equity and Engagement
City of Grand Rapids

Community Agreements

I enter into spaces (meetings) not knowing the current community agreements, written or unwritten. I offer this initial list of how we are all invited and encouraged to show up during our time together. What would you like added? Is there one that you'd like more clarification on? I will ask during our time together should you want to revise as a team.
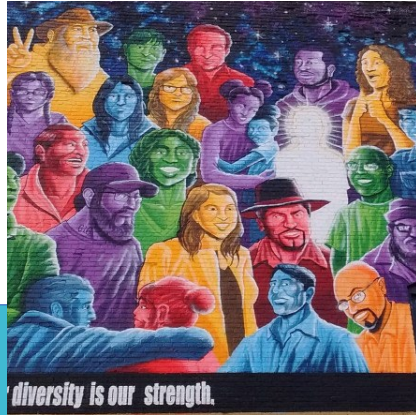
Community Agreements		
	Be	Be Present
	Speak	Speak your truth & respect other people's truths
	Listen	Listen attentively with your ears, eyes and heart
	Notice	Notice moments of discomfort and stay curious
	Believe	Believe in your own capacity and the capacity of others to change with experience, time or information
	Voice	Create space for all voices to be shared.
	Share	Keep confidentiality; Share the learning
	Self-Care	Take care of yourself

Diversity

When we think of diversity, we think people and the existence of individual and social differences that contribute to identity and lived experience, such as race, ethnicity, gender identity, religion, physical ability, educational background or where someone lives. For example, often the City tracks board members by where they live to make sure the board is representative of residents from all three City Wards.

Diversity

Presence of individual and social differences within a given setting

diversity is our strength.

Inclusion

Inclusion fosters an environment in which each individual is valued and respected for their diversity, is empowered to engage and contribute, and is provided access to resources and opportunities. They have voice and input on decisions that impact them. They have the tools, information, and opportunities to navigate places, practices, and policies. Inclusion doesn't just naturally happen in diverse spaces. It calls for intentionality. While we can quantify diversity by running a report, capturing inclusion data often requires focus groups and surveys because inclusion is more about how one feels.

Inclusion

People with different identities feeling and/or being valued, leveraged, and welcomed within a given setting

Belonging

Belonging

- Aspirational goal and vision when people can show up as their full selves with all their identities and fully participate to co-create.
- A feeling and belief that everyone and everything, including Earth itself, are connected.
- A weaving of our collective stories.
- A curious stance to wonder about each other.

The slide text mostly summarizes belonging. There is great work from the Othering & Belonging Institute I encourage you to explore. I also invite you to close your eyes and reflect on a time you felt welcomed and a strong sense of belonging. What contributed to this feeling? For those who have not had this feeling, what elements were missing or present that blocked this sense of belonging for you?

Equality

Equality falsely assumes everyone is situated the same way to opportunity and wants the same thing. When

Equality

Everyone has the same access and tools.

Assumes everyone is situated the same way

we give everyone the same (ie. the box in the image), we are not recognizing the toll racism and oppression has had on community. For example, there is a digital divide in Grand Rapids so not all people have the same access or skill in navigating technology and the internet.

What are other examples of how Grand Rapids residents are situated differently to opportunity?
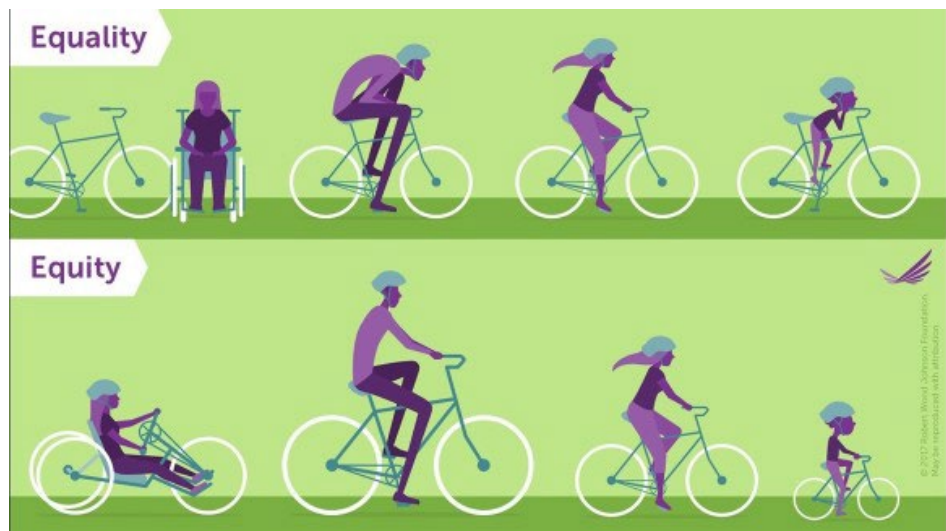
Equity

How is Equity different from Equality?

Equality is ensuring everyone has the SAME access and tools. Equality is about sameness. But it can only promote fairness if everyone starts from the same place…. if everyone is situated the same way to opportunity…and data and lived experience tells us we are NOT all situated the same way.

Equity is ensuring that everyone has what they need to achieve the outcomes they desire. Equity is grounded in principles of fairness and justice, equity centers diversity, inclusion, and justice in establishing policies and practices, creating opportunities, and ensuring each individual has the tools and support they need to achieve success. The work of equity often includes:

- Analysis on who benefits and who does not - Includes diversity demographics review
- Changing or creating policy and practices to benefit those experiencing the worst of oppression/outcomes
- Being systematically aware of how various industry practices and policy reinforce and maintain oppression
- Being historically aware of how we arrived overtime and by design to the inequities we now face
- Shifting decision making power to those who experience the inequities

Equity	An **approach** that ensures everyone access to the same opportunities. Equity recognizes that **advantages** and **barriers** exist, and that, as a result, we all don't all start from the same place.

Equity is a **process** that begins by acknowledging that unequal starting place and **continues** to correct and address the imbalance. |

Equity	Equity ≠ Diversity (Variety)

Equity ≠ Inclusion (Welcoming)

Equity ≠ Equality (Sameness)

Equity = Justice (Fairness) |

Diversity and inclusion are essential, but alone, they are insufficient to make the change we seek. We need policy and practice change to advance equity and justice.

Targeted Universalism

Focusing on Racial Equity is our targeted universal approach...	

Targeted Universalism is a different way--a powerful way-- to make the transformational changes we need. Changes we need to improve life chances, promote inclusion, and enhance and sustain equitable policies and programs. To better understand a targeted universalism framework, **please watch this brief animated video,** which explains the difference between targeted universalism and more traditional policy approaches. To learn more about Targeted Universalism, please click here.

Targeted Universalism

- Step 1: Set A Universal Goal (Ex: Elevate Quality of Life Through Excellent City Services)
- Step 2: Measure The Overall Population's Progress with that goal
- Step 3: Measure The Population Segments (groups within the group)
- Step 4: Understand Impact of structures on groups (how they support or impede access and progress toward the universal goal)
- Step 5: Implement Targeted Strategies (based on the needs and circumstances of each group)