I’ll Have a Side of Equity with Light Diversity to go, Please

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Equity

Diversity
In the majority of fields, we prefer Convenience and we avoid Discomfort.
1 Side of Equity w Light Diversity

TOTAL: $16.06
The policies, systems, and structures that are created to 1) eliminate barriers that exist among groups of people and 2) enhance equal opportunities and access for all, including previously marginalized and underrepresented groups.

-Dr. Howard Fields
Surface Level

- Adding “Equity” to Declarative Statements (w/o clearly defining it)
- Reflecting on Practices Through an “Equitable” Lens (w/o an action plan)

As a result:

The absence of clarity on organizational equity efforts create confusion, fragmentation, and bitterness.
As a result:

The organization begins to make strides towards equity but becomes stagnant because some view these efforts as sufficient.

- "Equity" Trainings (on a non-mandatory basis)
- Data Transparency in Reporting (without altering instructional practices or decision-making)
- Conversations on Equity Occur but with Parameters (not pervasive throughout organization)
As a result:

The organization begins to observe quantifiable shifts in inequalities/disparities and continues to respond to these shifts in a bold and timely manner.

**Deep Level**

- **Anti-Bias/Anti-Racism Trainings** (on a mandatory basis)
- **Curricular Modifications** (w/ increased representation from marginalized groups in a positive light)
- **Actionable Equity Plans** (at all levels and communicated to all stakeholders)
- **Steadfastness During Pushback** (which includes unity & supporting those doing the “work”)

**Equity**
WHERE IS YOUR ORGANIZATION WITH...

1. Surface Level
2. Intermediate Level
3. Deep Level
WHEN ENGAGED IN DEEP (SUSTAINABLE) EQUITY WORK,

PROCEED WITH CAUTION
Variance in the experiences, perspectives, and beliefs within a group or organization that are based on characteristics that include but are not limited to race, gender, sexual orientation (perceived or actual), religious beliefs, culture, abilities, age, and class.

- Dr. Howard Fields
Surface Level

- Social Media Postings in the Name of Diversity (ensuring staff/students of color are in the posts)
- Variety Culture Food Celebrations (w/o comprehensively exploring those same cultures)
- Diversity Caricature Paintings (w/o the same level of appreciation for actual diversity of staff/students)

As a result:

The organization shows that they are aware of the need for diversification. However, these actions alone permeates the belief that such diversity efforts are sufficient.
The organization increases diversity but has/will encounter(ed) obstacles that could undermine current practices due to a lack of a robust, long-term, and actionable diversity plan.
Deep Level

- Diverse Voices in ALL Decisions (as a result of adequate and intentional diversity planning)
- Diversity within Interview Process (which includes interview questions that reflect this focus for ALL positions)
- Proactive Diversity Efforts (using data)
- Organic Support & Appreciation for Diversity (quantifiable at all levels)

As a result:

The organization’s diversity is considered one of their strengths. This sentiment is shared by all stakeholders during formal and informal discussions.
WHERE IS YOUR ORGANIZATION WITH... Diversity

1 Surface Level
2 Intermediate Level
3 Deep Level
WHEN ENGAGED IN DEEP (SUSTAINABLE) DIVERSITY WORK,
PROCEED WITH CAUTION
1 Side of Equity
w Light Diversity

TOTAL: $16.06
- When people have access and opportunity, regardless of their identity, therefore, outcomes cannot be predicted by identity.
  - Kira Banks

- [A] variety of experiences and perspective which arise from differences in race, culture, religion, mental or physical abilities, ancestry, age, gender, marital status and other characteristics in which ALL of these differences are accepted and reflected in the decisions and the organization itself.

- The Chancellor’s Committee on Diversity at the University of California
What's in the Bag?
The worst thing you can order in the name of Equity & Diversity.