

# Intro to Equity.

Webinar + Workshop



Introductions.

|

Kahlib.

he/she/they.

What is one thing you  
hope to gain from this  
conversation?.

|



# What we do:



**Training & Education/  
Technical Assistance**



**Policy/  
Advocacy**



**Youth Action**

# Living Arrangements.

Take space, make space

Vegas rules AND

What's learned here leaves here.

Discomfort is okay

Vulnerability is necessary

Intent versus impact



# Oppression.

The combination of prejudice and power which creates a system that discriminates against some groups (often called “target groups”) and benefits other groups (often called “dominant groups”), based on social identity.

Examples of these systems are racism, sexism, heterosexism, ableism, classism, ageism, adultism, anti-Semitism, etc.-- and are based in the social identities we have.

These systems enable dominant groups to exert control over target groups by limiting their rights, freedom, and access to basic resources such as health care, education, employment, and housing.

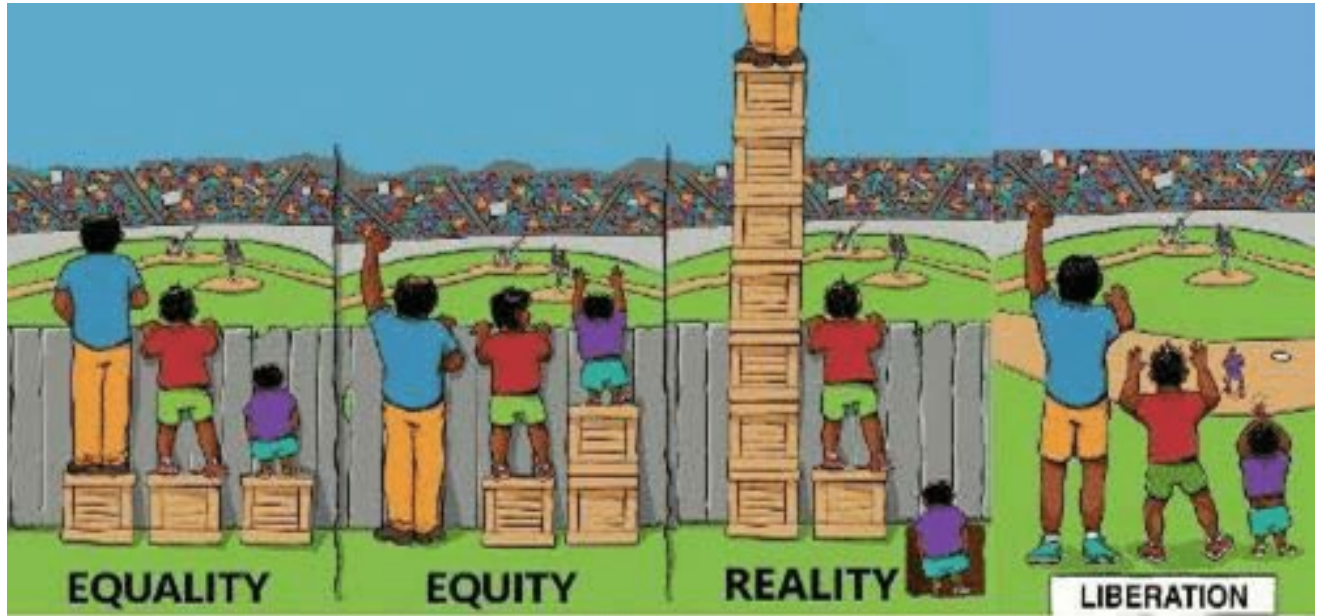


# Power.

In social science and politics, power is the capacity of an individual to influence the conduct (behaviour) of others. The term "authority" is often used for power that is perceived as legitimate by the social structure. Power can be seen as evil or unjust. This type of power is historically endemic to humans

The logo for True Colors United, featuring the text "TRUE COLORS UNITED." in a bold, sans-serif font, stacked vertically. The text is contained within a white rectangular box with a thin black border, which is slightly offset to the right and bottom, creating a layered effect.

**TRUE  
COLORS  
UNITED.**



Equity.

# Equity.

Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. (Independent Sector)

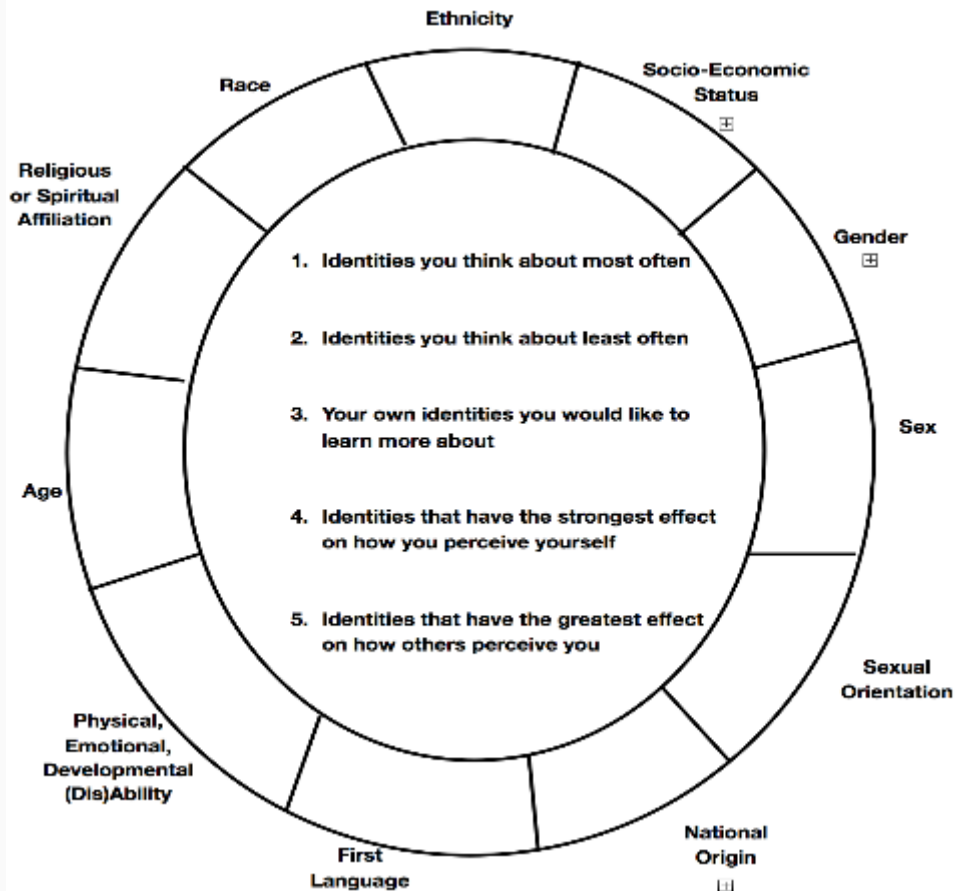




# Circles of Identity.

Each of us have multiple social identities that make up who we are.

There is a power dynamic at play for each of us, across each of these identities, all of the time.



# SOGIE: Sexual Orientation, Gender Identity, Expression

**Sexual Orientation:** Describes to whom a person is sexually attracted. Some people are attracted to people of a particular gender; others are attracted to people of more than one gender. Some are not attracted to anyone.

**Sex Assigned at Birth:** Female/Male/Intersex-Other

**Gender Identity:** An individual's internal, deeply felt sense of being a man, a woman, both, neither, or in-between.

**Gender Expression:** One's gender expression (e.g. masculine, feminine, androgynous, etc.) is how one embodies gender attributes, presentations, roles, and more.



# Pronouns & Why We Ask

What Are Pronouns: (he/him/his, she/her/hers, they/them/theirs, ze/zir) (incomplete list)

Asking pronouns allows us to be equitable in understanding how persons present in the world may not be how they identify.

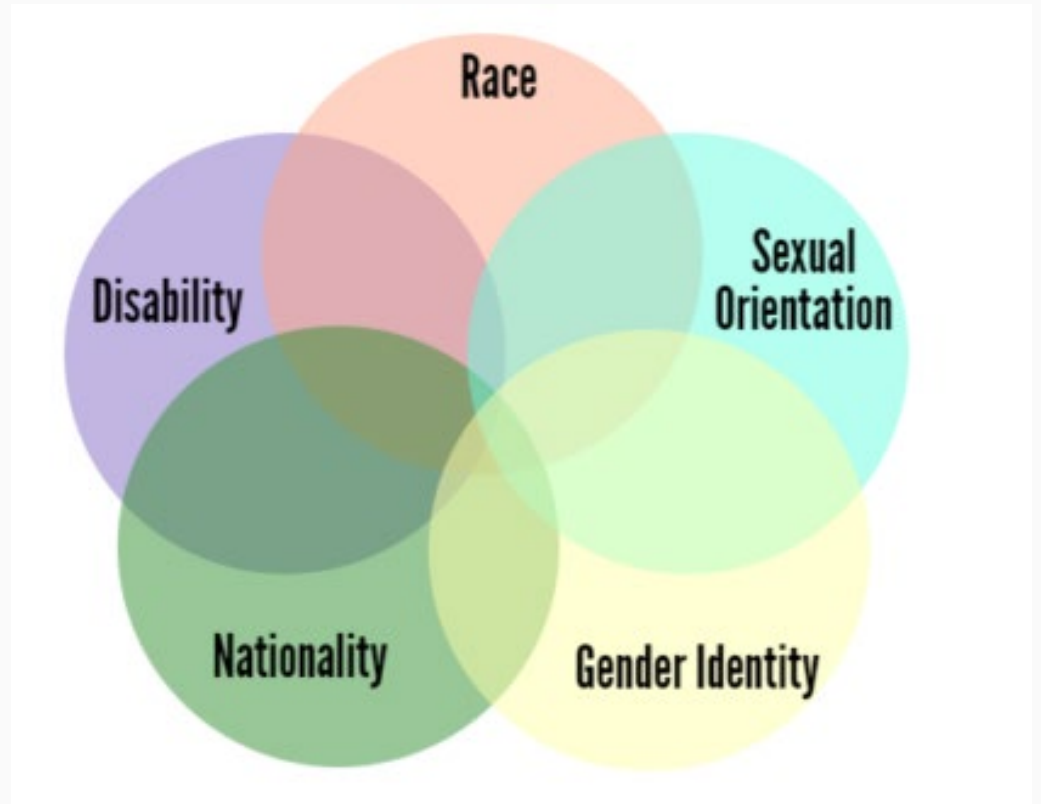
Understanding that using the wrong pronouns are harmful and violent; perpetuate stigma, and erase identities.



# Intersectionality.

Dr. Kimberle' Crenshaw

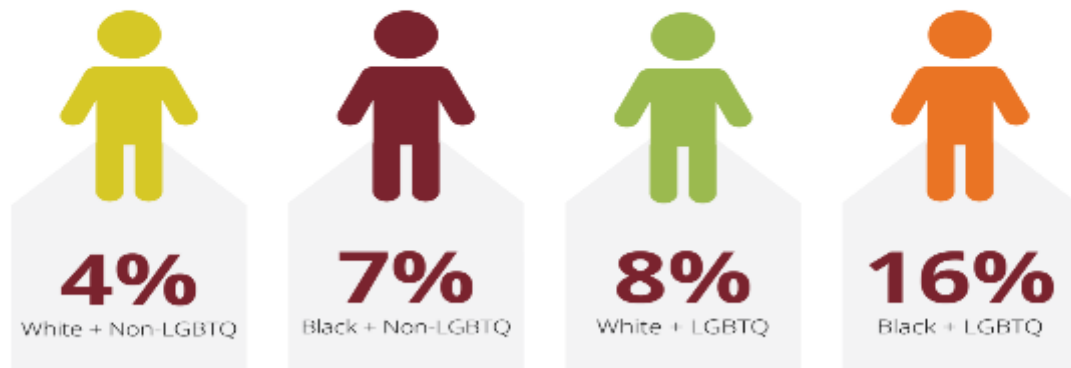
the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.



# Intersections of Identity & Race

**Figure 2.** Youth who are black *and* LGBTQ reported the highest rates of homelessness

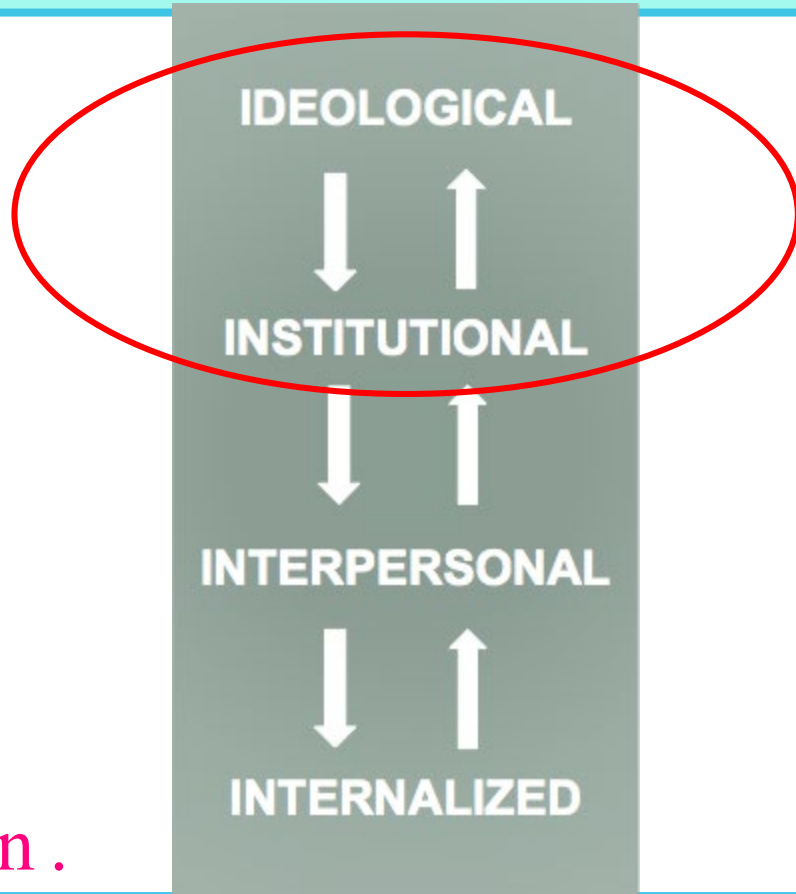
Explicit homelessness over the last 12 months, self-reported by young adults, ages 18-25. These estimates do not include reports of couch surfing only.



(Source: YouGov National Survey)



4 I's of  
Oppression.



IDEOLOGICAL



INSTITUTIONAL



INTERPERSONAL



INTERNALIZED

Housing Ready Approach

Rapid re-housing  
doesn't work for  
youth.

*"Before you can have  
housing, we need to  
know that you will be  
responsible."*

*"I am not mature  
enough for my own  
house."*

IDEOLOGICAL



INSTITUTIONAL



INTERPERSONAL



INTERNALIZED

Housing Ready First

Rapid re-housing programs for youth.

*"Everyone deserves housing. No matter what."*

*"I deserve housing because everyone deserves housing."*



Discussion.

Discussion topic.

What supports are needed at the community level in order to allow for conversations around equity to happen?

Follow up: What/who is missing from the conversation on equity?

# Equity Recommendations.

Don't be afraid of discomfort or vulnerability

Racial Equity Team

Youth collaboration training/resources

White dominant culture worksheet

Equity Caucuses





“There is no such thing as a single-issue struggle because we do not live single-issue lives” -Audre Lorde

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