

# **Why Equity Efforts Stall Out . . . and What To Do About It**

*Mapping the Equity Ecosystem*

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# Agenda

- Overview of the Equity Ecosystem Framework
- Reflection on Your Role
- Mapping Your Equity Ecosystem
- Creating and Strengthening Your Equity Ecosystem

# Ecosystem



A system involving the interactions between a community of living organisms in a particular area and its nonliving environment

- Tangible relationships, behaviors and actions
- Hyperlocal – your sphere of influence & impact
- Intangible context of institutionalized racism and inequity

# Equity Ecosystem

*The entire system of interconnected roles that include both those who seek change and those who are being called upon to change.*

**Equity initiatives cannot be successful if even just one of the ecosystem components is missing.**

# The Equity Ecosystem's 7 Parts (+1)

- Advocates
- Educators
- Champions
- Adopters
- Consultants
- Skill Builders
- Change Agents
  
- And Benefactors

# *Advocates*

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- “Disrupters”
- Call attention to the problems
- Put pressure on those in authority to make changes
- Hold people in power accountable

# ***Educators***

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- Provide the information necessary to catalyze and inform change efforts
- Messengers, storytellers, and trainers
- People who present quantitative data and/or qualitative information about the inequities.

# *Champions*

- Have access to – and influence - change agents in ways advocates may not.
- Effectively communicate the importance of change to those in power (potential change agents)
- Recommend/introduce resources (educators, skill builders, consultants) to those in power
- Speak up in support of the advocates and the changes being called for

***Without champions, advocates are lone voices.***



# *Adopters*

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- Support the change by following through on their part
- In supporting the change, they send a message that influences buy-in throughout the system
- Early adopters are especially influential

# Consultants

- Provide expertise and guidance related to infrastructure: policies, plans, and strategies for promoting equity
- Typically interact mainly with leadership and management (although they may gather information from a range of others in the system).

# ***Skill Builders***

- Provide expertise focused on strengthening individual and/or interpersonal skills required for ongoing equity work:
  - intercultural competency development
  - leadership coaching
  - “deeper dive” experiential training
- Support people to be successful in implementing *and maintaining* equity efforts

# What's the Difference Between Educators, Consultants and Skill Builders?

Educators	Consultants	Skill Builders
Information to increase <b>awareness and understanding</b> : data, stories, training on topics such as the history of racism, white privilege, bias awareness, etc.	Guidance and expertise related to <b>infrastructure groundwork</b> (policies, procedures, plans, strategies for promoting equity)	Resources to promote the <b>intra- and interpersonal skills</b> required to consistently apply an equity lens.

*Each brings something unique and essential to the Equity Ecosystem.*

# Change Agents

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- Those with the power to *authorize* change as well as those who are in charge of *implementing* change
- They ultimately decide when change will happen and what resources will be put in place to accomplish the desired change

## Internal or External

- Advocates ←
- Consultants  
(DEI Director)
- Educators
- Skill Builders

## Internal

- Adopters
- Champions ←
- Change Agents

↑ Risk

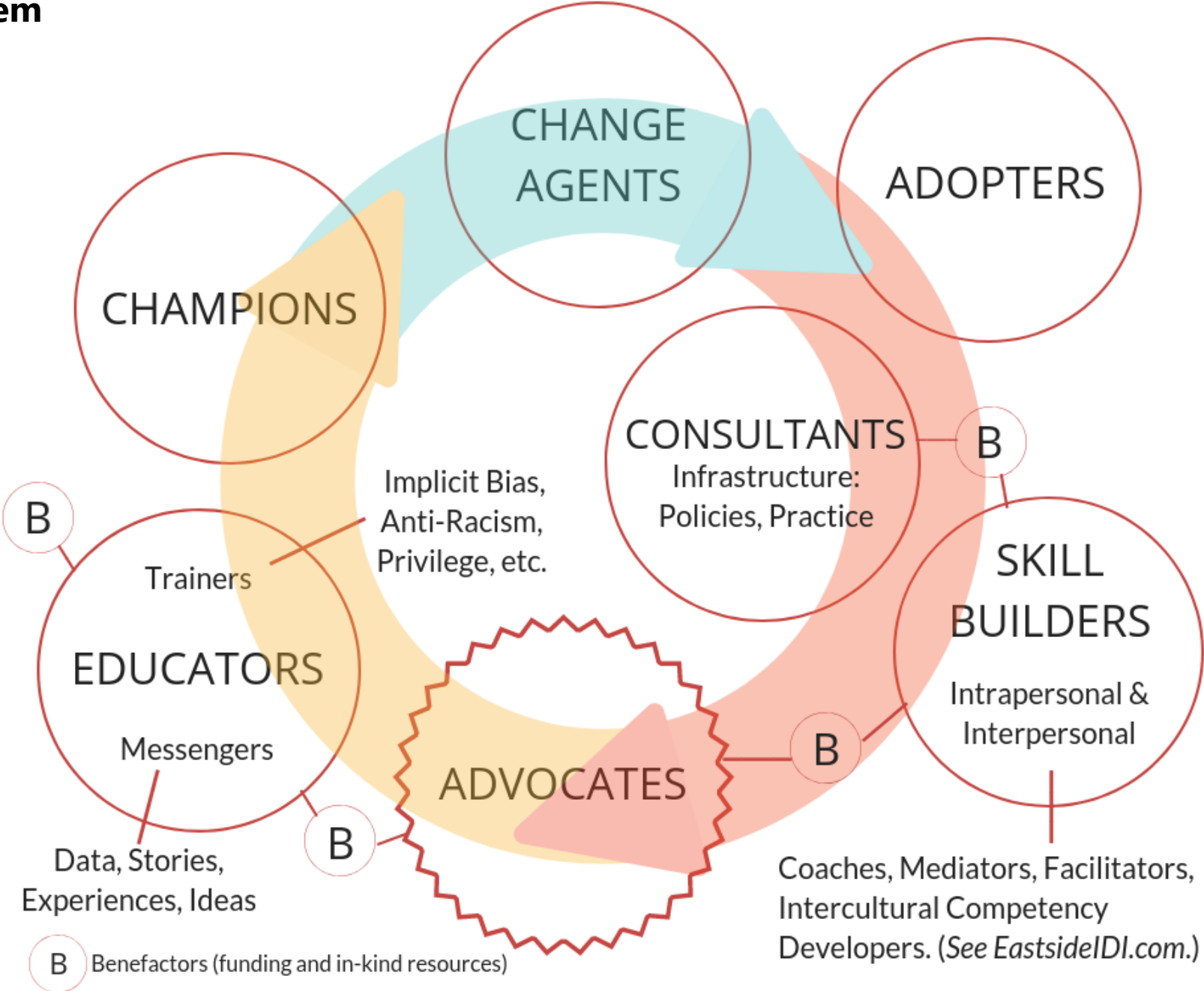
## **+1 ... Benefactors**

They provide tangible resources that enable others in the ecosystem to do their work more easily and effectively.

- Financial donations
- In-kind resources (meeting space, use of equipment/supplies)

# The Equity Ecosystem

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## Share with a partner . . .

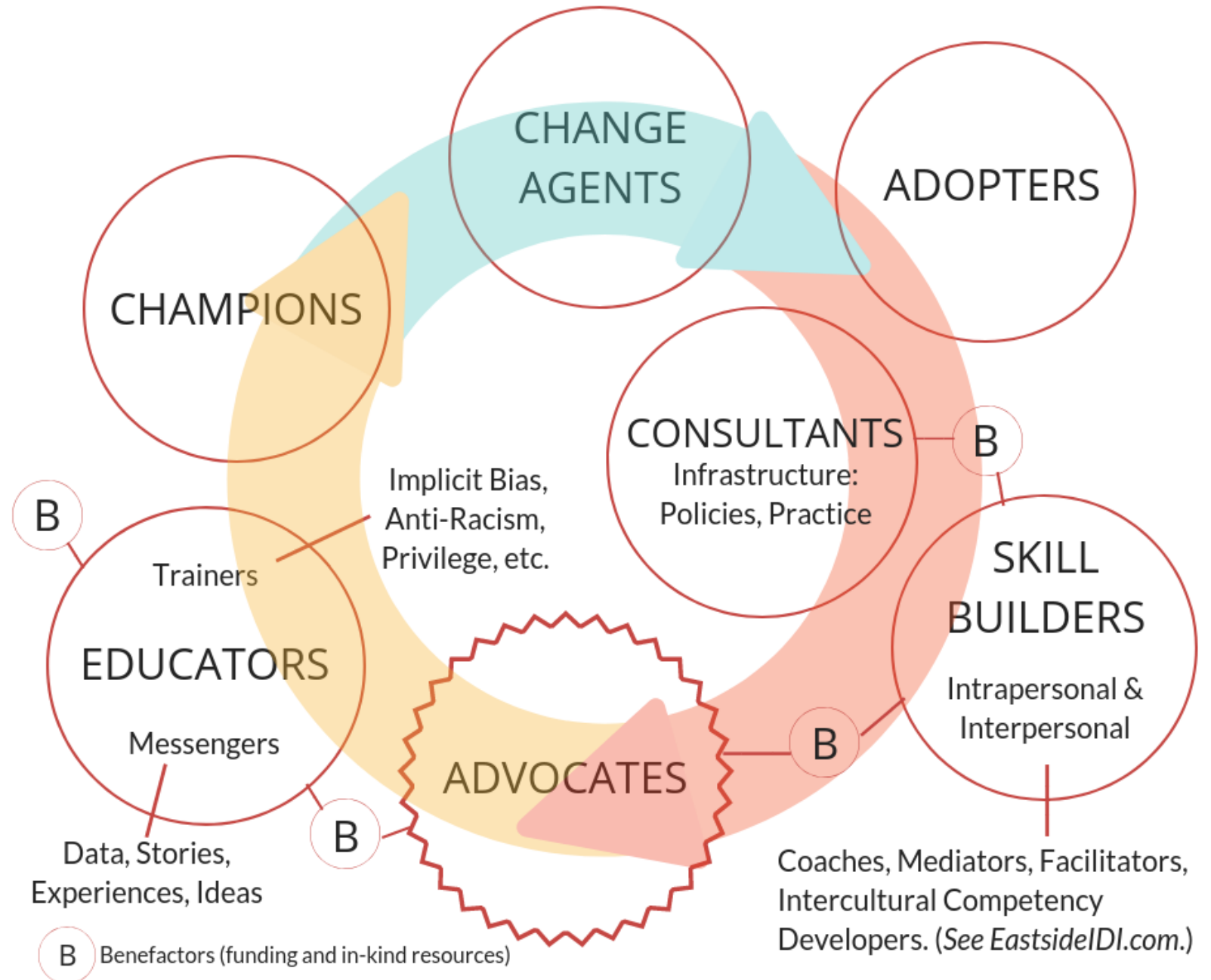
Which role(s) do you play?

Or, which role(s) *could* you play?

# Map Your Equity Ecosystem

Where are the strengths in your ecosystem?

Who's missing?



# Reflection

Where are the strong and weak points in your equity ecosystem?

How do those strengths and weaknesses play out? What do you notice?

# ***Creating and Strengthening the Equity Ecosystem***

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Use the map as a starting point for conversations and planning around equity efforts.

Create an environment in which all the roles can emerge and be successful.

# ***Creating and Strengthening the Equity Ecosystem***

Do leaders encourage courageous conversations?

Does the organization seek information and data about potential disparities?

How are advocates perceived and treated?

Do leaders acknowledge the skills and expertise required to successfully promote and sustain equity efforts?

**ERICmembers.org**

**EastsideIDL.com**

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