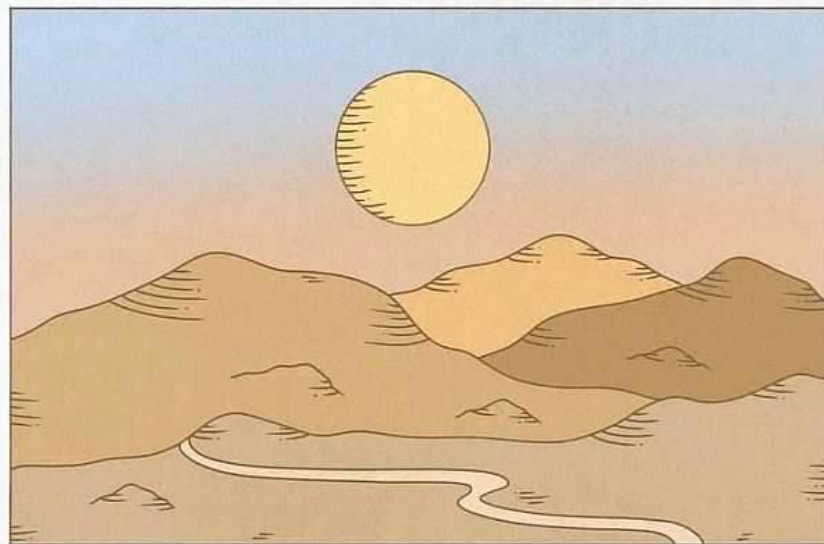


GUIDING FRAMEWORKS FOR EQUITABLE AND INCLUSIVE ENGAGEMENT

**Lucretia Robertson, Principal/Owner
Clarity Partnerships**

NO MATTER WHERE
WE ARE STANDING,



WE ARE STANDING ON
INDIGENOUS LAND.”

-SEAN SHERMAN

WE ARE ON INDIGENOUS LAND

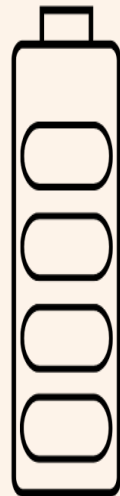
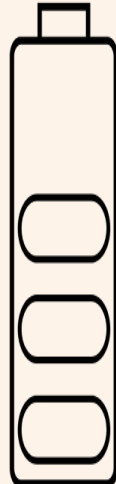
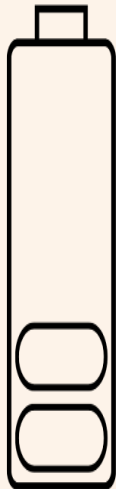
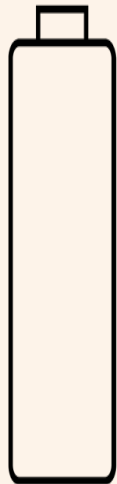
We are seated on the ancestral lands of the Port Gamble S’Klallam Tribe and Suquamish Tribe, whose land we now have the privilege of gathering.

To say this is to acknowledge a debt to those who were here before us and to recognize our responsibility to respect and honor the intimate relationship Indigenous Peoples have to this land. We do this to remind us of the history that has shaped our present and will continue to shape our future. It also reminds us to be intentional in our relationship with the land and with the people indigenous to this region. Our work needs to be informed by that history in order to best serve our communities and realize our commitment to be inclusive organizations. This statement although a small gesture towards reconciliation is a call to move beyond words and into meaningful action.



Today's learning journey

- Review of previous concepts
- Advancing equity goals through public engagement
- Considerations and steps to embed equity in outcomes



0%

25%

50%

75%

100%

CHARGING

Community Building Practices

The Four Agreements for Courageous Conversations
by Glenn E. Singleton

Stay Engaged

This means “remaining morally, emotionally, intellectually, and socially involved in the dialogue”.

Experience Discomfort

This norm acknowledges that discomfort is inevitable, especially in dialogue about race, and that participants make a commitment to bring issues into the open.

Speak Your Truth

Use “I” statements when talking. You are the only person who has your unique experiences.

Expect and Accept Non-closure

This agreement asks participants to “hang out in uncertainty” and not rush to quick solutions. Be aware that racial understanding requires ongoing dialogue.

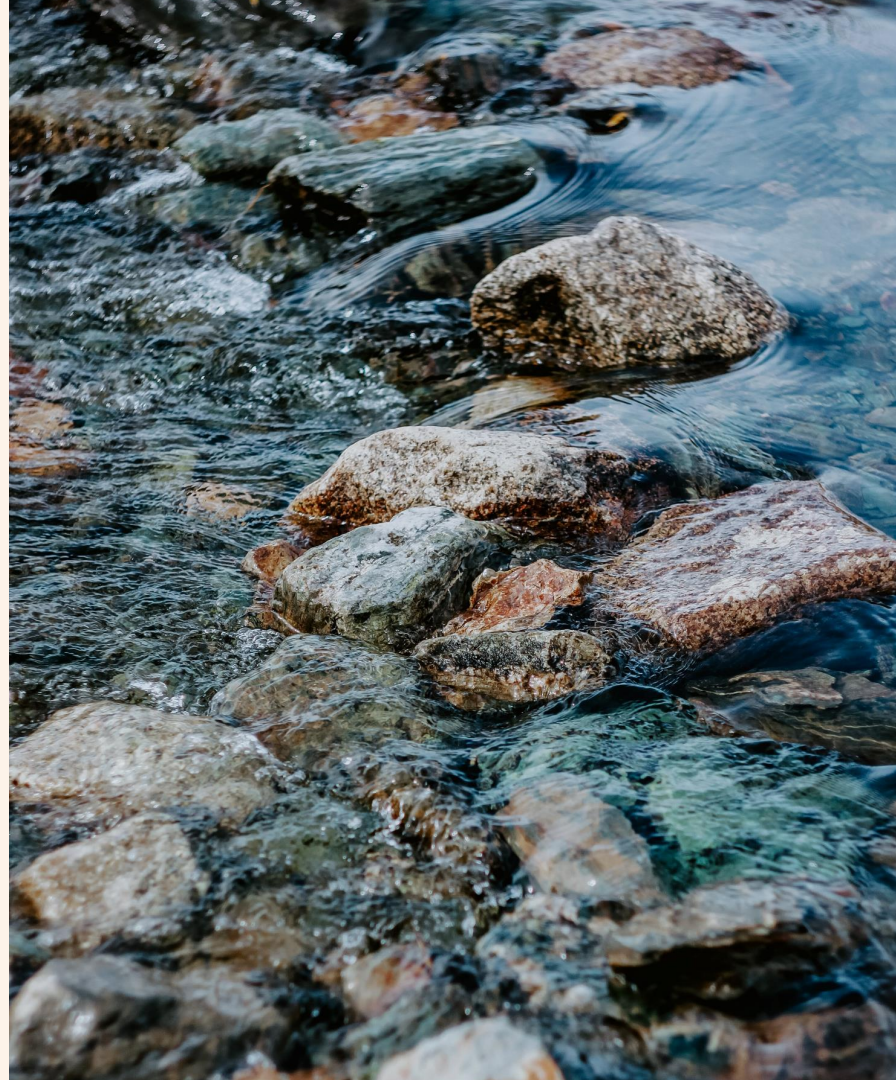
The Art of Conversation

(adapted from Margaret Wheatley)

“Human conversation is the most ancient and easiest way to **cultivate the conditions for change** – personal change, community and organizational change, planetary change. If we can sit together and talk about what’s important to us, we begin to come alive. We share what we see, what we feel, and we listen to what others see and feel.”

Process for Learning and Reflection

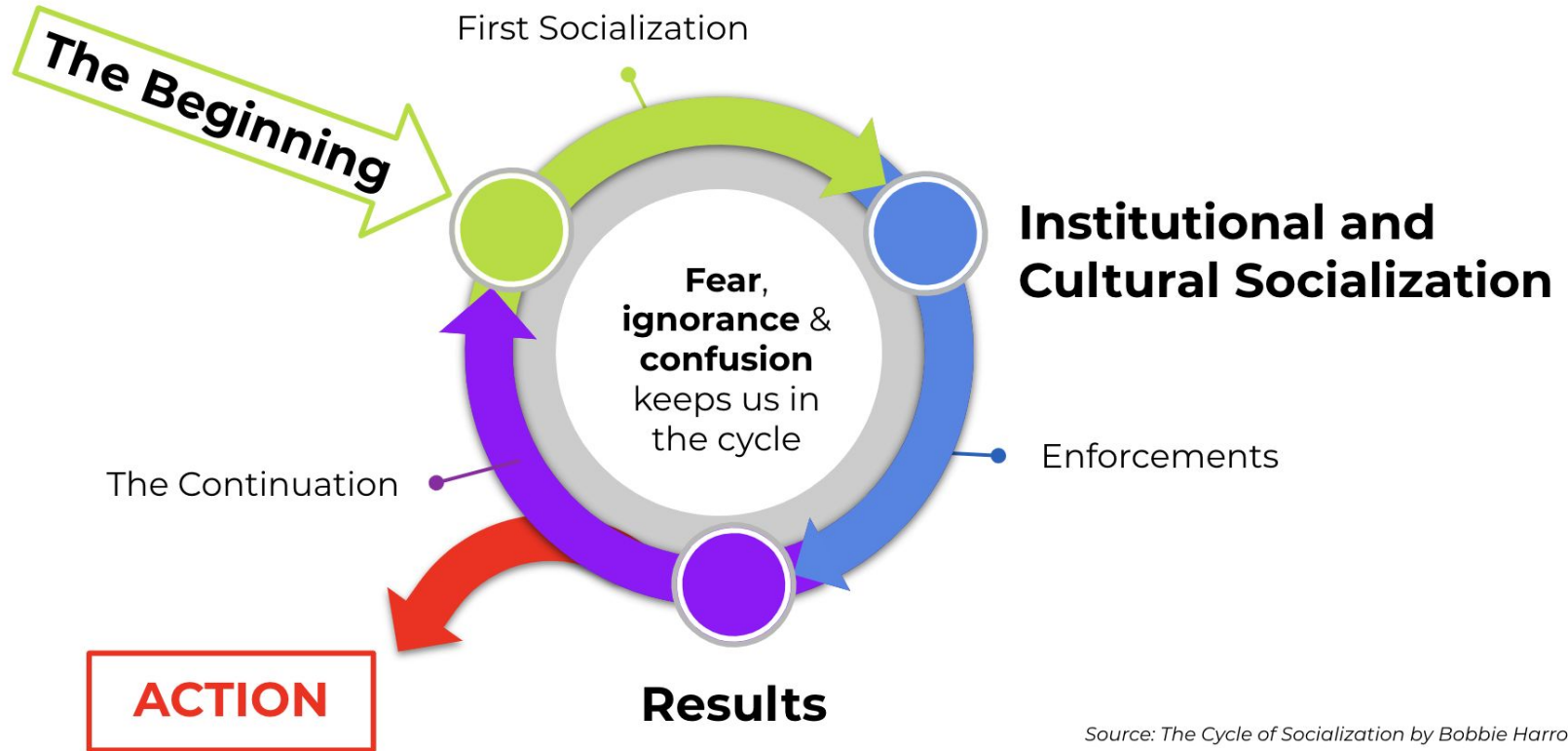
1. Widen our lens.
2. Look back to look forward.
3. Reflect out then in.

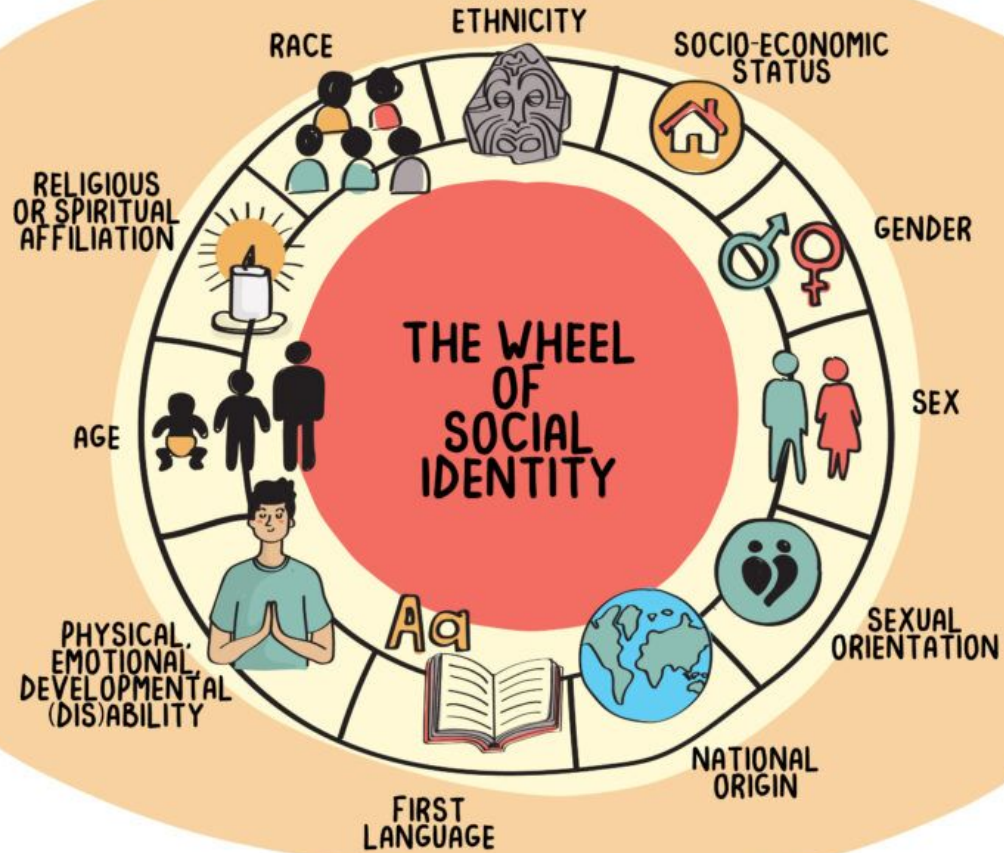


First Frameworks

A review of concepts

The Cycle of Socialization



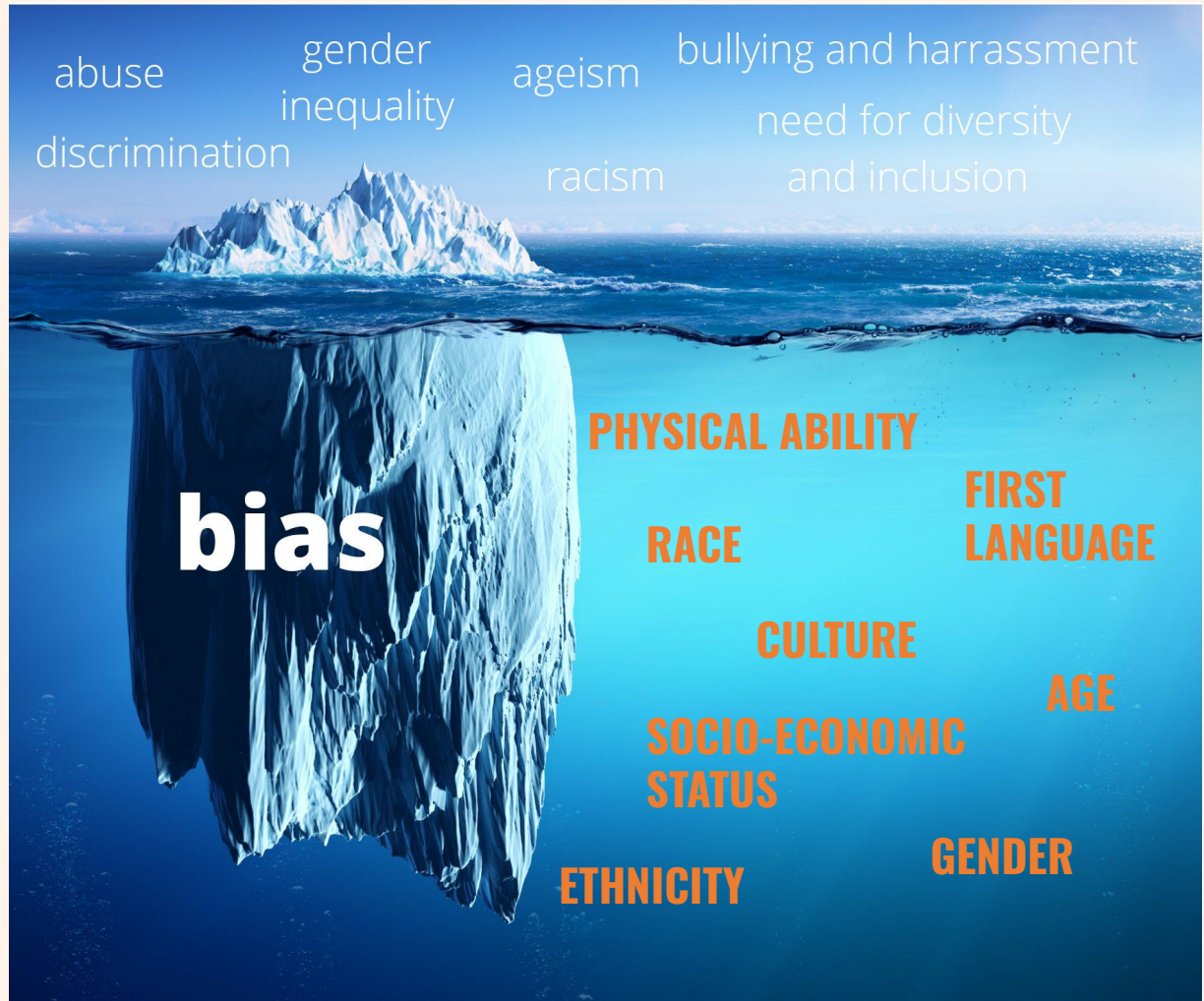


Exploring Identities

Identify the identities you claim or those ascribed to you and place a ✓ or ✗ in a corresponding column.

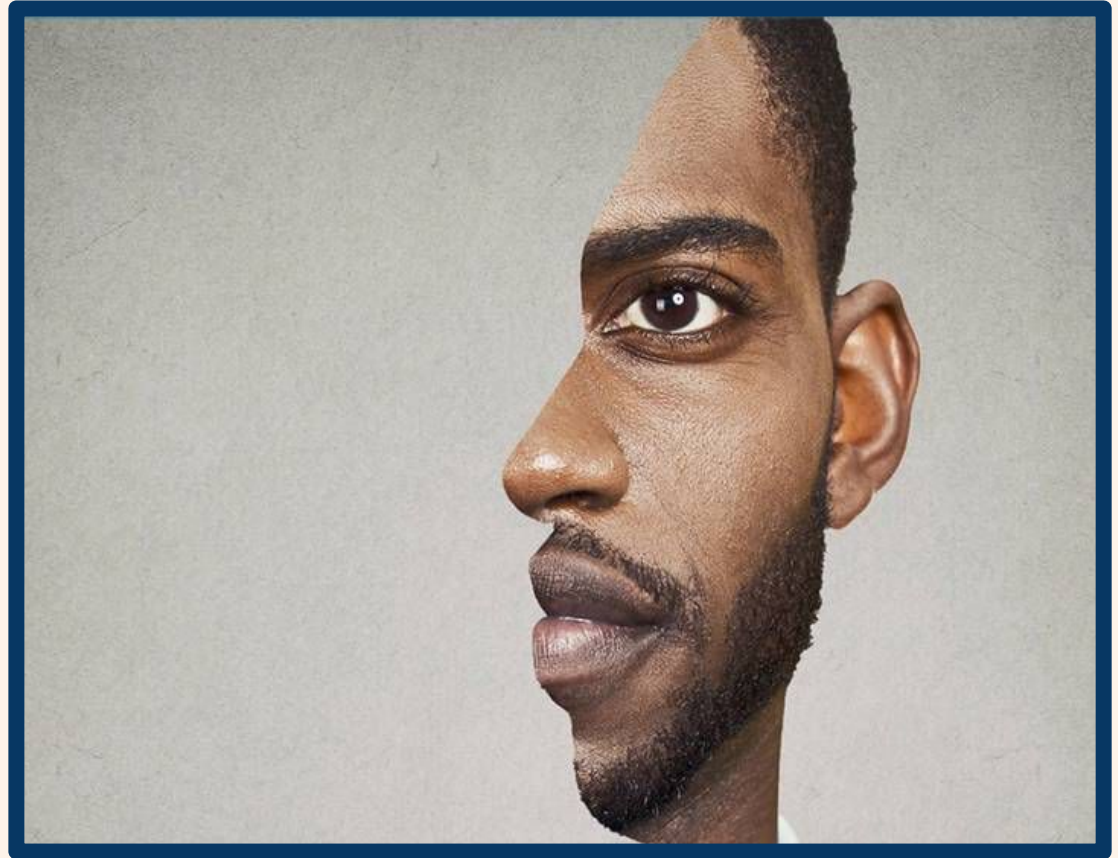
		Which identities ...				
Social Identities	My Group Membership	Am I most aware of?	Do I think about least?	Affect how others think of me?	Affect how I perceive myself?	Create access for me?
Gender Identity						
Race(s)						
Ethnicity(ies)						
Sexual Orientation						
Religion						
Social Class						
Age/Generation						
Physical Ability						
Mental Health						
Beliefs						
Culture						

**Implicit
Bias**
reinforces
patterns of
unjust and
unequal actions

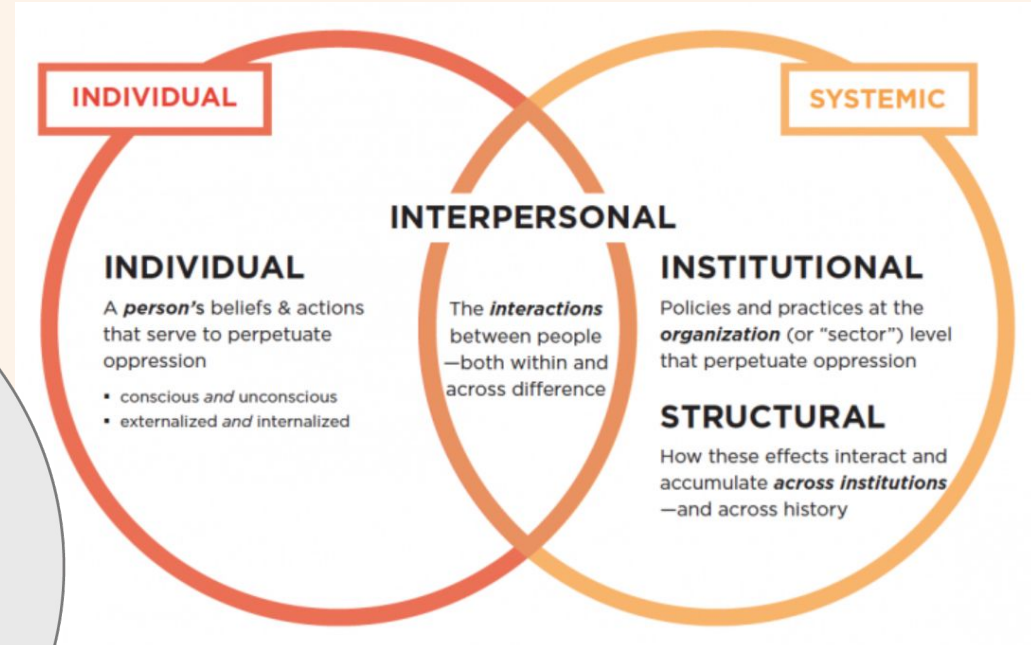
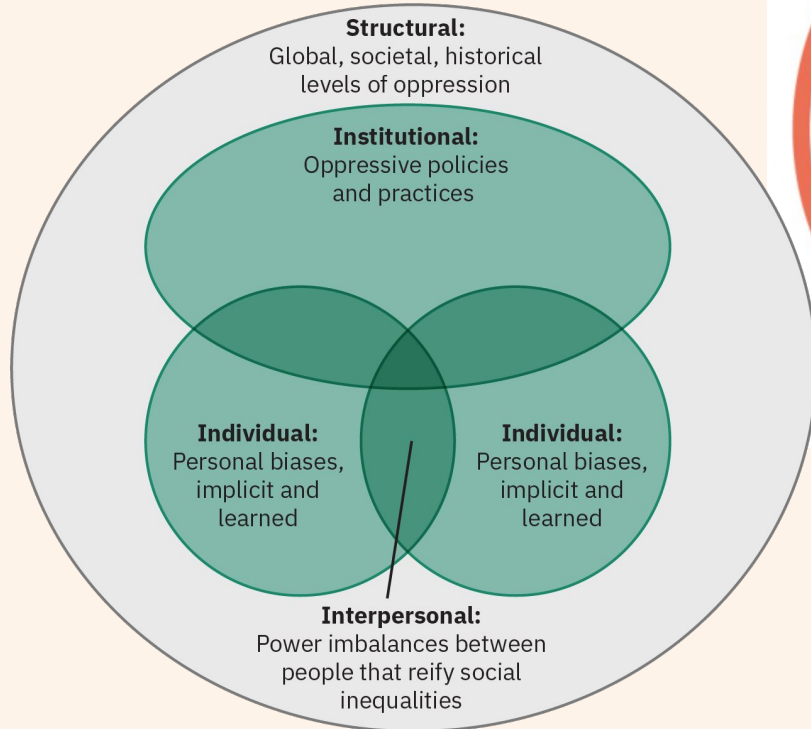


The Framing Effect

The way the data (information) is presented can affect our perceptions of that data.



Individual Bias to



Systems Imbalance

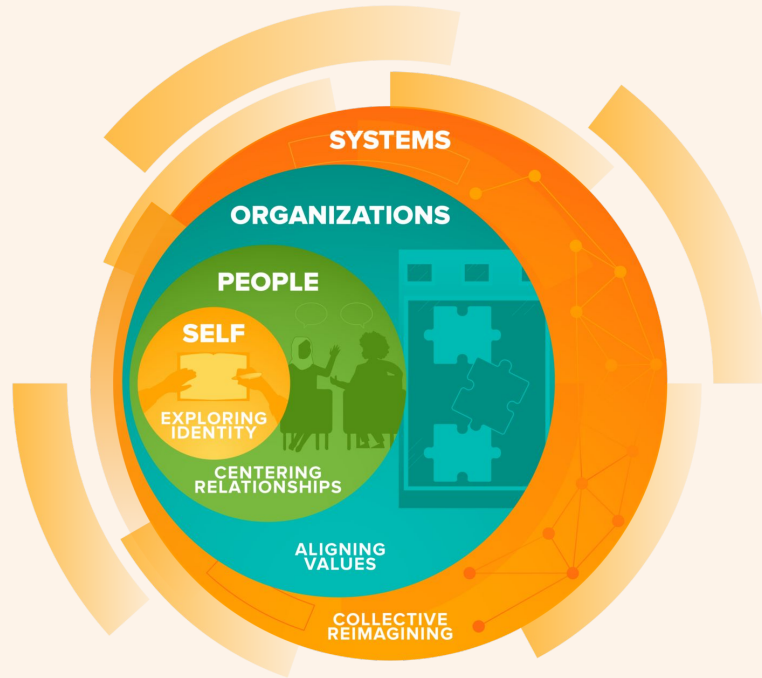
Equality



Equity



Start with an Equity Lens



Equity Lens as a metaphor that primes us to take a deeper look at root causes and their connection to disparate outcomes and experiences.

An equity lens leads us to adopt an equity framework a simple set of questions:

- Who benefits - *most*?
- Who is not included?
- What contributes to this exclusion?
- What can we do differently to ensure inclusion?

Inclusive Public Engagement

Advancing equity goals

SETTING INTENTION



**What do we expect of ourselves and each other
as we advise, recommend, and decide on the
important work of public engagement?**

Public Participation

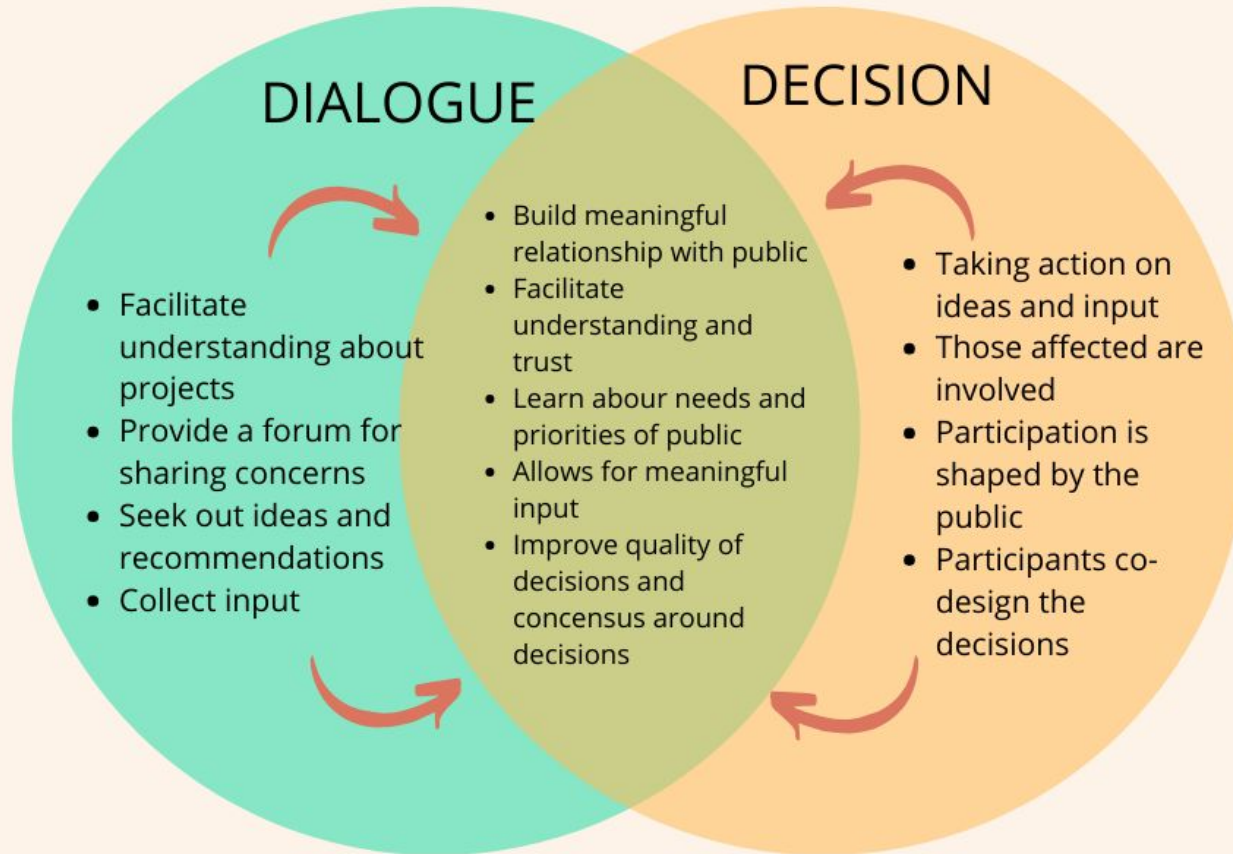
International Association
for Public Participation

... is often a series of events that build trust and help foster increased understanding, while improving our ability to make decisions that reflect the needs, interests and thoughts of participants.

... is any process that involves participants – external participants such as residents, business owners and community groups and/or internal participants such as staff – in problem solving or decision making and uses their input to make decisions.

Adapted from IAP2 and Dialogue Partners

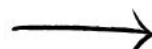
INCLUSIVE ENGAGEMENT LOOKS LIKE



PUBLIC ENGAGEMENT “CHOICE POINTS”



Low level of public engagement



High level of public engagement

	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL	Consider the public's input and share how it influenced the choice.	Ensure the public's input is considered among the choices.	Work with public and incorporate their views as much as possible.	Implement what the public decided.
PROMISE TO THE PUBLIC	We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision.	We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.	We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.	We will implement what you decide.
THE “HOW” OF ENGAGEMENT	<ul style="list-style-type: none"> Public meetings Focus groups Surveys Roundtable discussions, interviews and feedback platforms 	<ul style="list-style-type: none"> Working groups, workshops Project advisors (individually or within an advisory panel) 	<ul style="list-style-type: none"> Partnership between decision-makers and stakeholders. Citizen advisory committees Consensus-building 	<ul style="list-style-type: none"> Autonomous groups. Decision makers serve in the supporting role.

Six Principles for Equitable and Inclusive Civic Engagement

The Kirwan Institute

1 Embracing the Gifts of Diversity

2 Realizing the Role of Race, Power, and Injustice

3 Radical Hospitality: Invitation and Listening

4 Trust-Building and Commitment

5 Honoring Dissent and Embracing Protest

6 Adaptability to Community Change

Strategies to Effectively Ensure Inclusive Public Engagement

Diverse Representation

Ensure that the public engagement process includes representatives from under-recognized groups and diverse backgrounds to capture a wide range of perspectives.

Inclusive Meetings and Formats

Host inclusive meetings at accessible locations and times.

Provide materials and information in multiple languages and formats to accommodate different needs.

Feedback Loops

Establish mechanisms for ongoing feedback, ensuring those with least access provide input throughout the policy/program development process.

Transparent Communication

Communicate the purpose, goals, and outcomes of the engagement process clearly.

Share updates and outcomes with those with the least access to maintain transparency.

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Strategies to Effectively Ensure Inclusive Public Engagement

Conflict Resolution

Develop a conflict resolution process in case disagreements, focusing on respectful dialogue and consensus-building.

Capacity Building

Offer training or support to those historically marginalized and with the least access, who may need assistance in understanding complex issues or participating effectively.

Cultural Competency

Ensure that engagement facilitators are culturally competent and sensitive to the needs and values of diverse stakeholder groups.

Strategies to Effectively Ensure Inclusive Public Engagement

Active Listening

Encourage active listening during consultations to create a safe space for stakeholders to express their views and concerns.

Use facilitation techniques that promote equitable participation.

Accountability and Follow-Up

Establish accountability mechanisms to ensure that those with lived experiences (namely those marginalized by past practices) input is integrated into the final policy/program.

Provide feedback to those affected groups on how their input influenced decisions.

Embedding Equity in Outcomes

Moving from Intent to Impact

Equity Lens

for making better decisions

Surface assumptions

- What assumptions do we bring to this decision or issue?
- What do we assume is non-negotiable?

Engage multiple perspectives

- How have we involved those who are impacted by this policy, decision, or practice?
- Who have we involved in making this decision? Who have we not involved? Why?
- Are we engaging multiple perspectives? (If not, who else should be at the table to make a more informed decision?)
- Whose voices are we prioritizing or centering?

Evaluate. Raise racial awareness

- How will you evaluate the outcomes and who will you share your evaluation with?
- What does “success” look like?
- How will you use evaluation to raise racial awareness and increase competence?

Communicate

- Who will this decision be communicated to?
- How do we ensure communication takes place in an inclusive, culturally sensitive, and responsible manner?

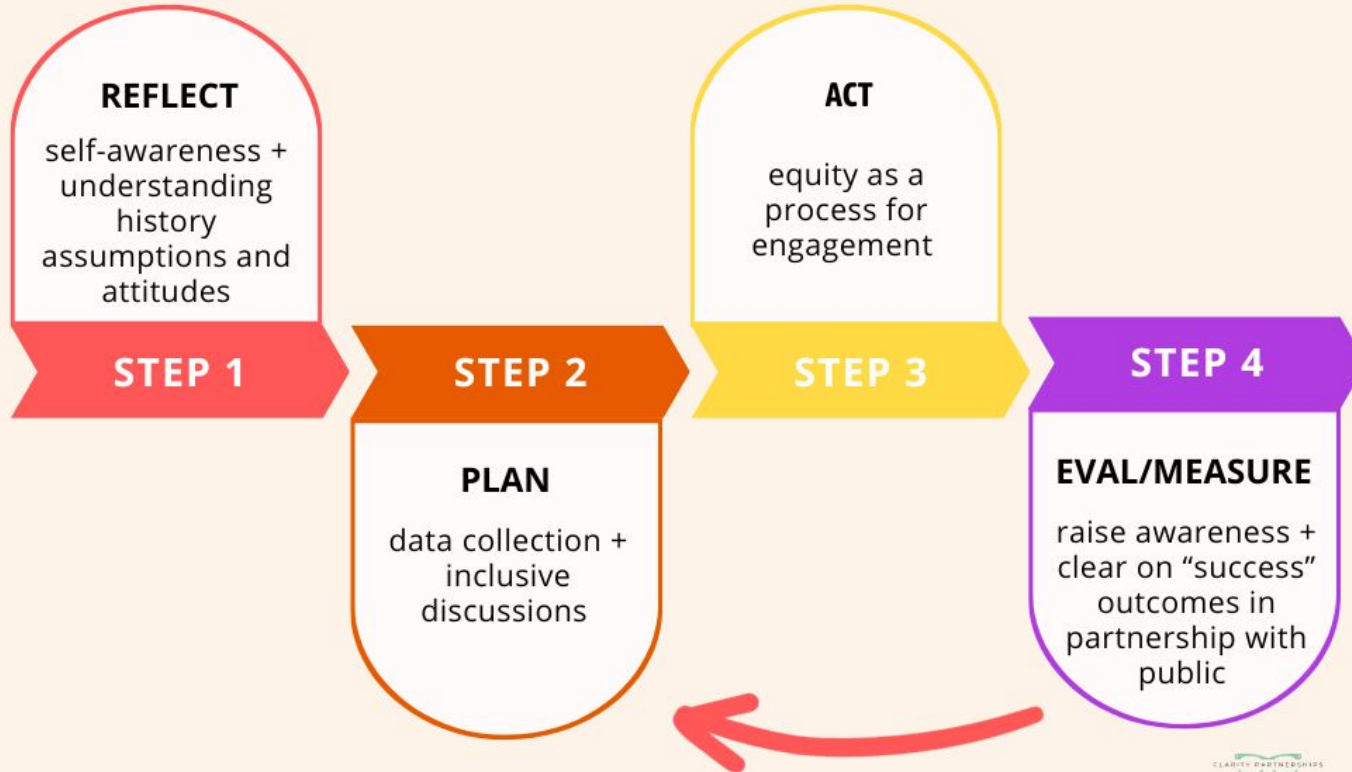
Set and evaluate outcomes

- What are the intended outcomes?
- What are possible unintended outcomes?
- How will this policy, decision, or practice increase or decrease racial equity (e.g.. increasing or decreasing barriers)?
- What are the barriers to creating more equitable outcomes?



EQUITY IN IMPLEMENTATION

4 STEPS



WHAT WE DO AT CLARITY



Well-Spaces

Our mission is to create workplaces that are well-spaces; where women feel seen, heard, welcomed, and valued.



Women of Color

We partner with Women of Color in leadership to sharpen their self-leadership skills and increase their visibility in the workplace.



Organizations

We work with organizations to build a supportive community to learn, reflect, and create change together.