Introduction to Equity, Diversity, & Social Justice

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EQUALITY VS EQUITY
What’s wrong with this picture?

- Overly simplistic
- Easy to change the narrative
- Doesn’t address systemic barriers & disadvantages

Why Diversity?

What difference does it make?

“...it’s possible to change the context of decisions by architecting the composition of decision-making teams for more diverse perspectives.”
Diverse Teams make better decisions up to 87% of the time - Eric Larson
“A psychologically safe environment ignites cognitive diversity and puts different minds to work on the bumpy and difficult journey of strategy execution.


Cognitive Diversity!

Teams Solve Problems Faster When They’re More Cognitively Diverse
Language of Appeasement

By substituting diversity and inclusion rhetoric for transformative efforts to promote equity and justice, colleges have avoided recognizable institutional change, contends Dafina-Lazarus Stewart.
Diversity asks, “Who’s in the room?”

Equity responds: “Who is trying to get in the room but can’t? Whose presence in the room is under constant threat of erasure?”
Inclusion vs Justice

Inclusion asks, “Has everyone’s ideas been heard?”

Justice responds, “Whose ideas won’t be taken as seriously because they aren’t in the majority?”
Diversity asks, “How many more of [pick any minoritized identity] group do we have this year than last?”

Equity responds, “What conditions have we created that maintain certain groups as the perpetual majority here?”
Inclusion asks, “Is this environment safe for everyone to feel like they belong?”

Justice challenges, “Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?”
Take ONE Step:

• What does your college say about equity?
• Is there a mission or goal that ties to diversity and social justice?
• What do you say in your syllabus about equity, diversity, or social justice?
AMATYC EQUITY COMMITTEE

WANT TO PARTICIPATE?
WANT TO LEARN MORE?

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