EQUITY TOOLS

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WHAT IS AN EQUITY TOOL

Our equity tools are designed to integrate explicit consideration of racial equity in decisions, including policies, practices, programs, and budgets.

It is both a product and a process. Use of an equity tool can help to develop strategies and actions that reduce racial inequities and improve success for all groups.

We lead this work with RACE, because when all other factors are equal, RACE is a key factor of thriving.
PURPOSE

An Equity Tool

• proactively seeks to eliminate racial inequities and advance equity;
• identifies clear goals, objectives and measurable outcomes;
• engages stakeholders/community in decision-making processes;
• identifies who will benefit or be burdened by a given decision, examines potential unintended consequences of a decision, and develops strategies to advance equity and mitigate unintended negative consequences; and,
• develops mechanisms for successful implementation and evaluation of impact.
Use of a racial equity tool is an important step to operationalizing equity. However, it is not sufficient by itself.

You must have a much broader vision of the transformation you wish to produce in your organization, to advance racial equity.

To transform your organization, you must normalize conversations about differences that matter, operationalize new behaviors and policies, and organize to achieve racial equity.
• Too often, policies and programs are developed and implemented without thoughtful consideration of equity.

• When racial equity and accessibility is not explicitly brought into operations and decision-making, racial inequities are likely to be perpetuated.

• Equity tools provide a structure for institutionalizing the consideration of equitable impact.
EQUITY TOOLS PRACTICUM
NEURODIVERGENT...differing in mental or neurological function from what is considered typical or normal
Neurodivergent employees are also often lauded for exhibiting loyalty and timeliness, and for offering innovative, creative perspectives to improve policies and procedures that can increase a company’s bottom line.

Employers consistently report that their neurodiverse teams prove more effective and productive than those without neurodiverse representation.

Other capabilities that people with neurocognitive disabilities possess that benefit employers include:

- Keen accuracy and ability to detect errors.
- High levels of concentration.
- Strong recall and detailed factual knowledge.
- Reliability and persistence.
- Technical strengths.
- Appreciation for routine/repetition.
While neurodiversity hiring programs are often known to seek out employees that prefer technological duties such as
  - software engineering or tech operations
  - repetitive tasks, such as data-entry or filing...
there are a wide variety of jobs and responsibilities that neurodiverse employees can perform.

These include (but are certainly not limited to)
  - product management
  - human resources
  - banking and customer service.

In addition, research has shown that consumers prefer doing business with companies that employ people with disabilities.

Given the high percentage of neurodivergence within the average customer base, having people on staff that represent the communities a company serves demonstrates thoughtfulness and good customer service.
UNIVERSAL DESIGN

- Provide an Interview Guide Sheet
  - Time Commitment
  - Accessible Entrance
  - Bus Line
    - Who will be interviewing + contact info
- Provide questions in advance (anxiety & language barriers)
- Explain the purpose/format of the activity/interview component
- If recording, ask permission, inform who will review
- Allow challenge by choice (declining is allowed)
- Make sure they know they can ask questions (make space)
- Avoid unnecessary overload (panels, irrelevant brain teasers)
Prompts:

- In your breakout, review the tool. Discuss how you might use it in your organization.

- Are there barriers to using it? Why might it not work?

- Potential Solutions?
HOMEWORK:

• Block off 1 hour in your calendar this week to read through the:
  - Inclusive Culture Toolkit
  - Memorandum of Mutual Accountability
  - Facilitators Guide (For Affinity Spaces and Reflection Sessions)

• Create your User Guide and share with your team.

• Practice using the Spectrum of Safety or Equity Lens to make your next organizational decision.

• RESOURCE: Sourcing Candidates with Disabilities