



Equity Works – Defining Diversity, Equity, and Inclusion



Definitions

- Diversity – who is here

- Inclusion – who is here feels comfortable and welcome to participate

- Equity - closing the gap

Diversity

- Diversity is the representation of all our varied identities and differences (race, ethnicity, gender, those with a disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals.

Inclusion

- Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people. We believe every person's voice adds value, and we strive to create balance in the face of power differences. We believe that no one person can or should be called upon to represent an entire community.

Equity

- Equity seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an inclusive environment built on respect and dignity.

Bartholomew County is becoming more diverse and will continue that trajectory

In 2010, the White population represented 90% of total population

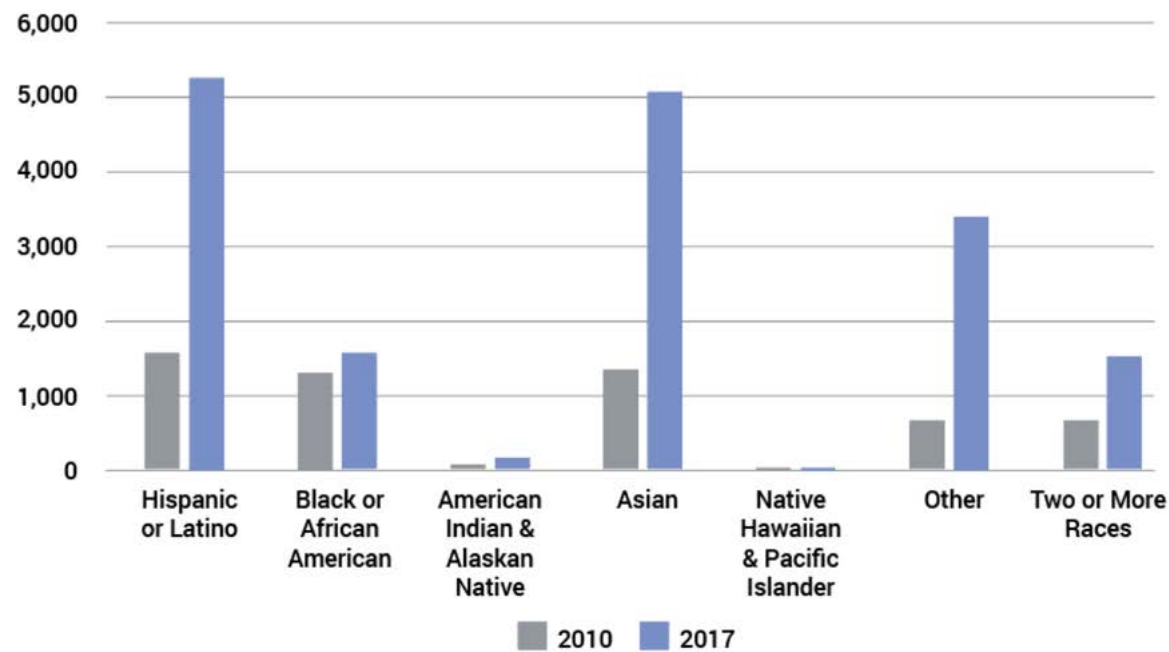
In 2018, the White population represented 81% of total population

Within BCSC, the White population represents about 70% of the population

Over the past decade, 90 percent of our population growth has come from people of color

Our Community is Rapidly Becoming More Diverse

Population Growth from 2010 to 2018



Voices from the (Welcoming) Community



Inclusion is getting better in the community but it has a long way to go.



There are “pockets” in the community where diversity is welcomed and valued, but that is not the case of the community broadly.



City and Civic institutions are led by a few. Need room for others.



Across the public and not-for-profit sector women and people of color are significantly under-represented

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Quotes from Welcoming Community Study

- I think the “Cummins Bubble” creates the perception that we are a diverse community.
- I think there is a huge divide in Columbus and the country right now. I think if you are white and have a high paying job you think Columbus is pretty great. If you are poor and a person of color...

Working Together to Overcome Challenges



Humble Lessons Learned by United Way

- Simply having a diverse Board is not enough – the culture must support diversity

- Having a Board that reflects the community is not enough – safe spaces require over-representation

- Diversity of the Board leadership is a must

In closing

- Safe Places – where the conversations start

- Vulnerability – we must show our vulnerability

- Courage – to must move out of safe places

Questions?

Guiding Questions –

1. Briefly introduce yourself
2. How do the issues on equity affect you personally and/or professionally?
3. When you think about equity, what are your hopes and aspirations for our community?
4. What steps might we take to start to move in that direction?

Thanks for talking about “Safe Spaces” ... I think that the notion of safety is relative to the level of privilege of participants in a given space. When things go wrong, when safety is threatened, the harm is done most often to those with less privilege. So the safety is not mutually/equally assured. Same with the harm. Consider what does each person have to lose from being in this space. I would love to chat more about that in the future.

create a safe space within yourself to have a true reflection of your own bias. And have courage to face them, and share with other others