



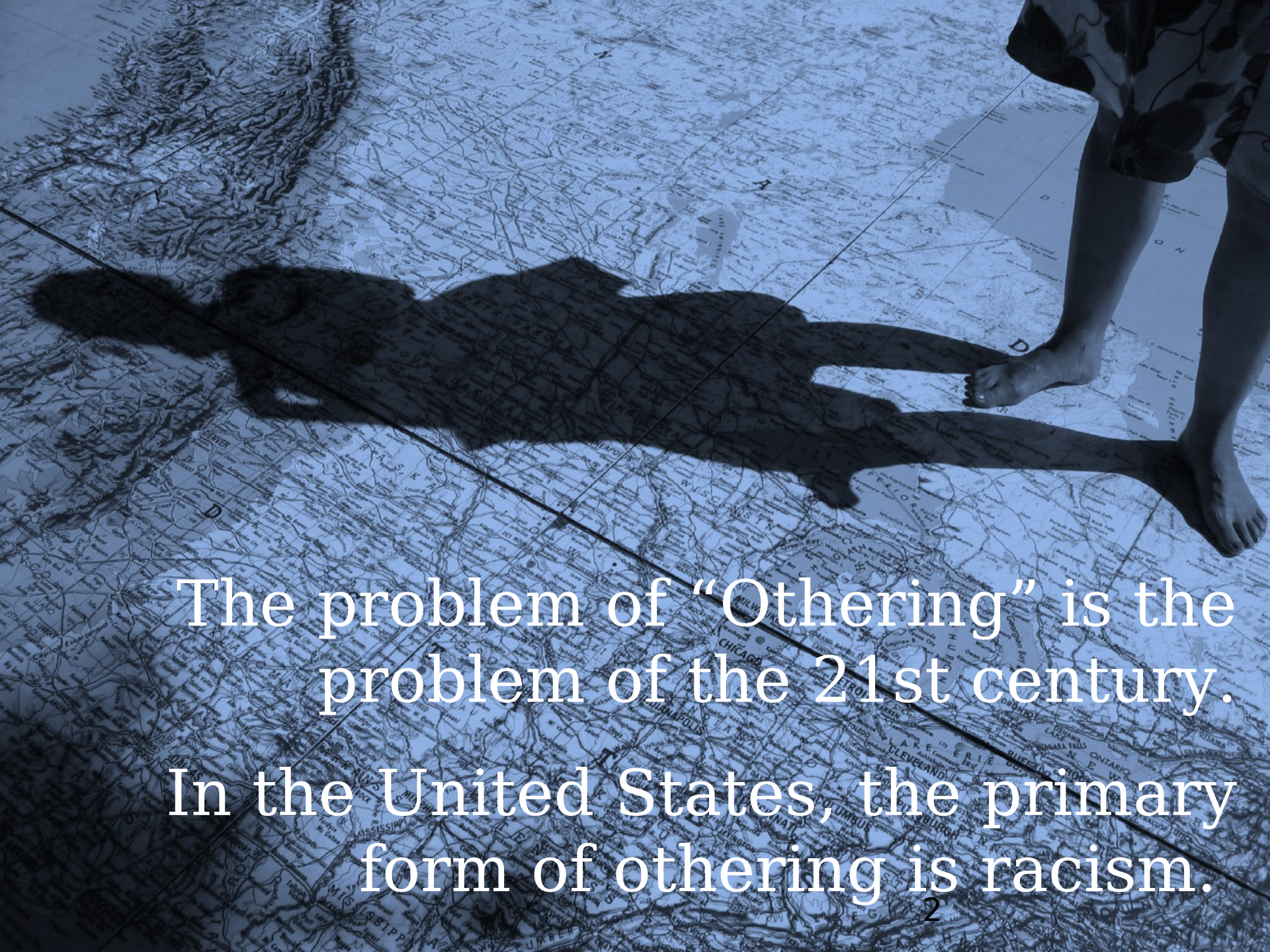
# Equity and Inclusion

Monterey County Office of Education

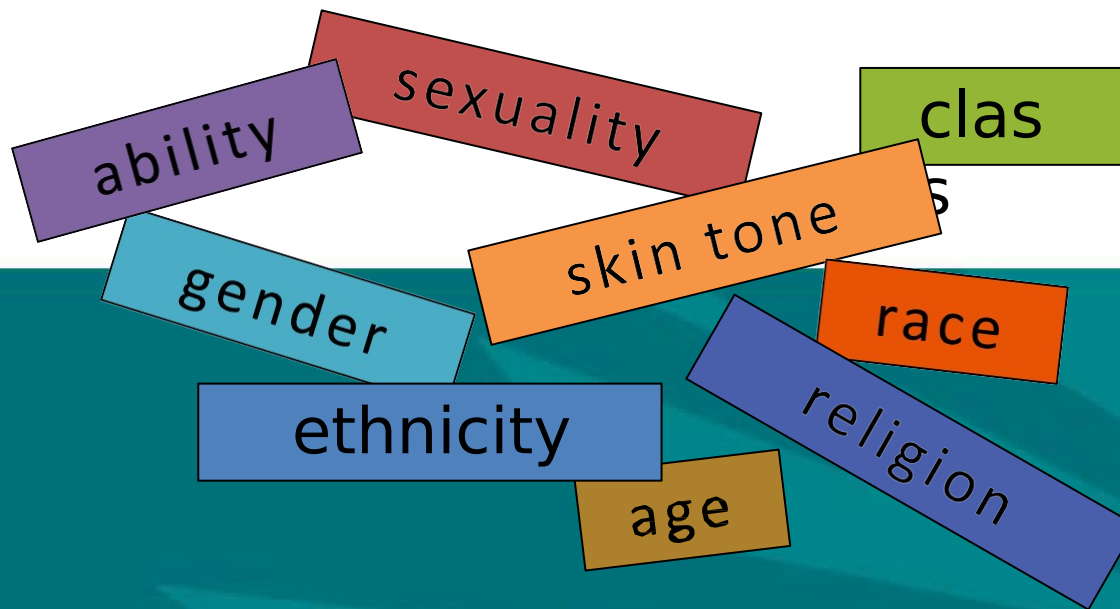
**DATE:**  
March 2, 2019

**PRESENTER:**  
john a. powell, Director, Haas  
Institute

**AUTHORIAL SUPPORT:**  
Haas Institute

A high-angle, blue-tinted photograph of a person's legs and feet standing on a detailed map. The person is wearing a dark, patterned skirt and is barefoot. A long, dark shadow of the person is cast across the map, extending from the right side towards the left. The map shows various geographical features, including cities like Chicago, Milwaukee, and Cleveland, and bodies of water like Lake Erie and Lake Ontario. The overall mood is contemplative and symbolic.

The problem of “Othering” is the  
problem of the 21st century.  
In the United States, the primary  
form of othering is racism.



**Othering** is a generalized set of common processes that can engender marginality and inequality across any of the full range of human differences.



The opposite of Othering is *not* saming but belonging.

# Structures limit and enhance opportunity

We can define opportunity through access to:



EDUCATION



ECONOMIC



TRANSPORTATION



FOOD



HOUSING



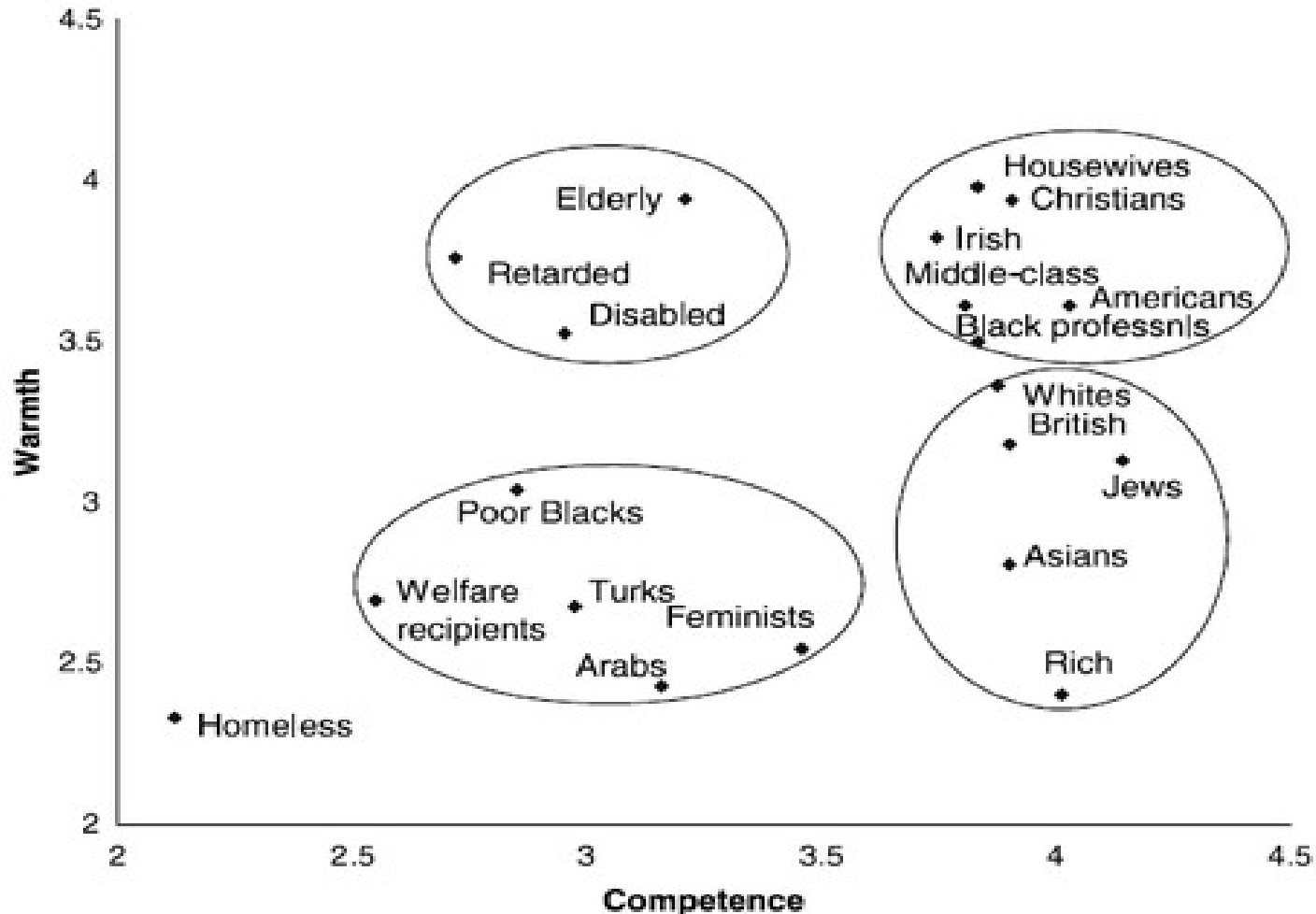
JUSTICE HEALTHCARE



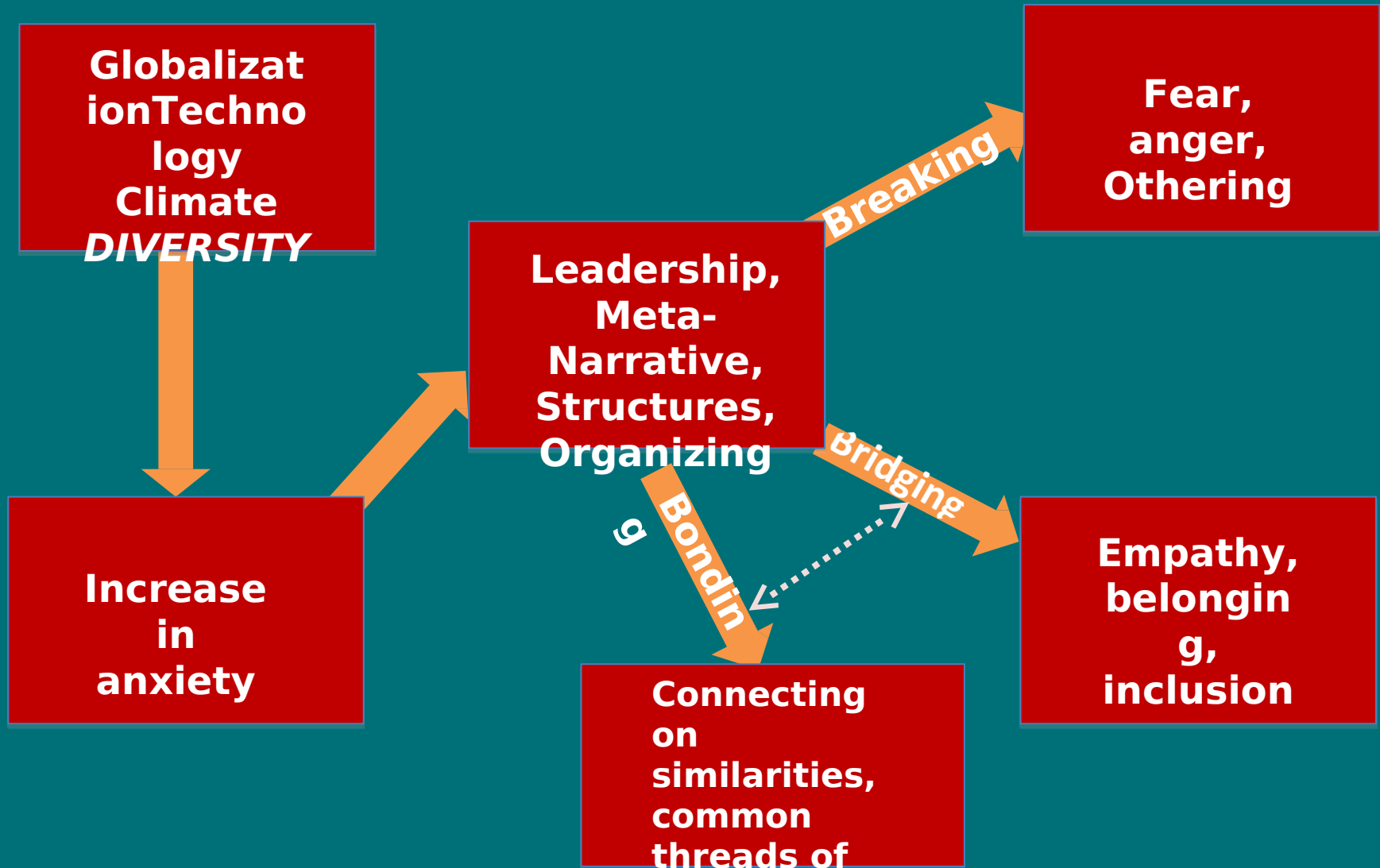
COMMUNICATIONS

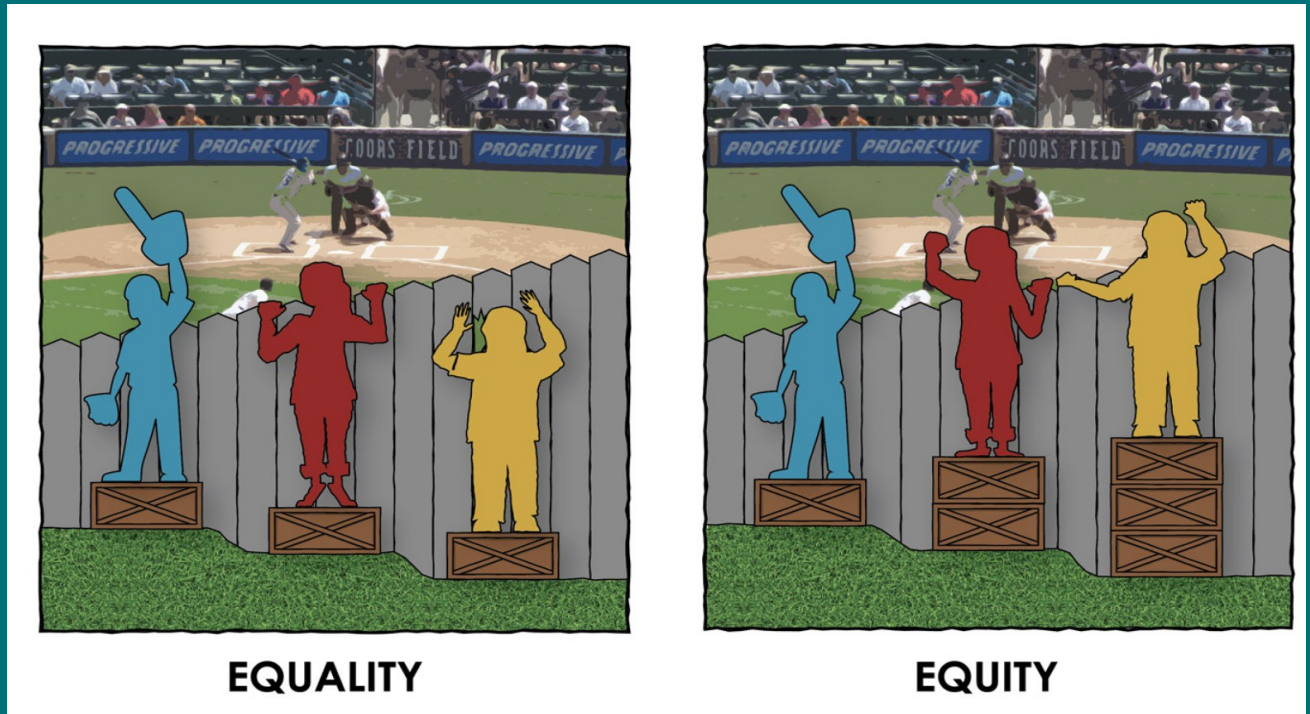
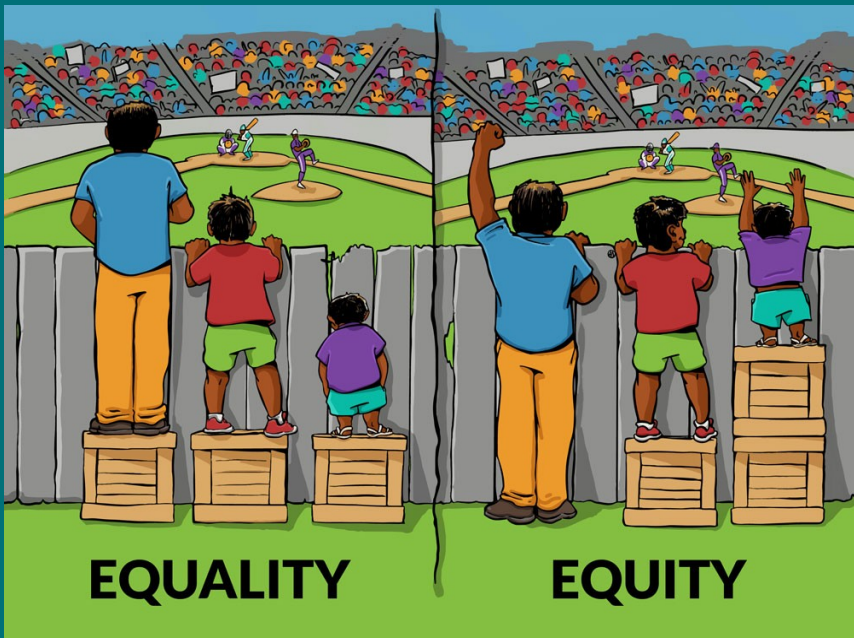
This is an issue of **membership** and **belonging**.

# Universal Dimensions of Social Cognition (Susan Fiske et al.)



# Rapid change causes anxiety:







# EQUALITY



COMMUNITY  
RESOURCES

# EQUITY

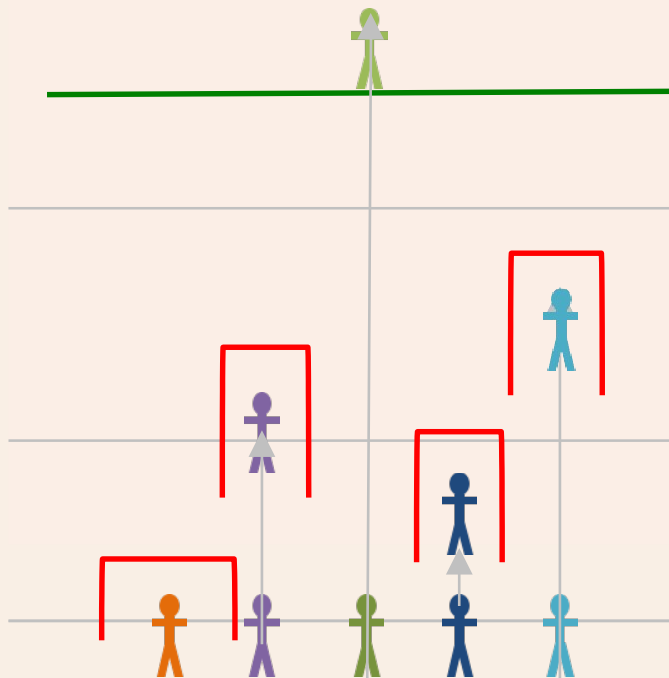


COMMUNITY  
RESOURCES

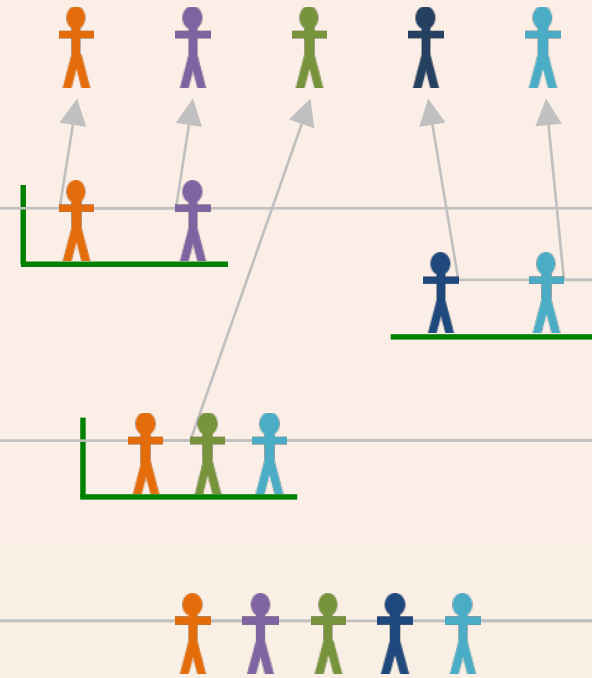
# Targeted Universalism: Equity 2.0

universal goals & targeted strategies

Structural inequity & othering is created by different groups and people having different pathways with structural road blocks to reach a goal.



Targeted universalism directs attention to pathways different groups face & suggests structural changes to make those paths smoother.



# Why Targeted Universalism



# Done Right, Our Policies Can be Incredible Bridges

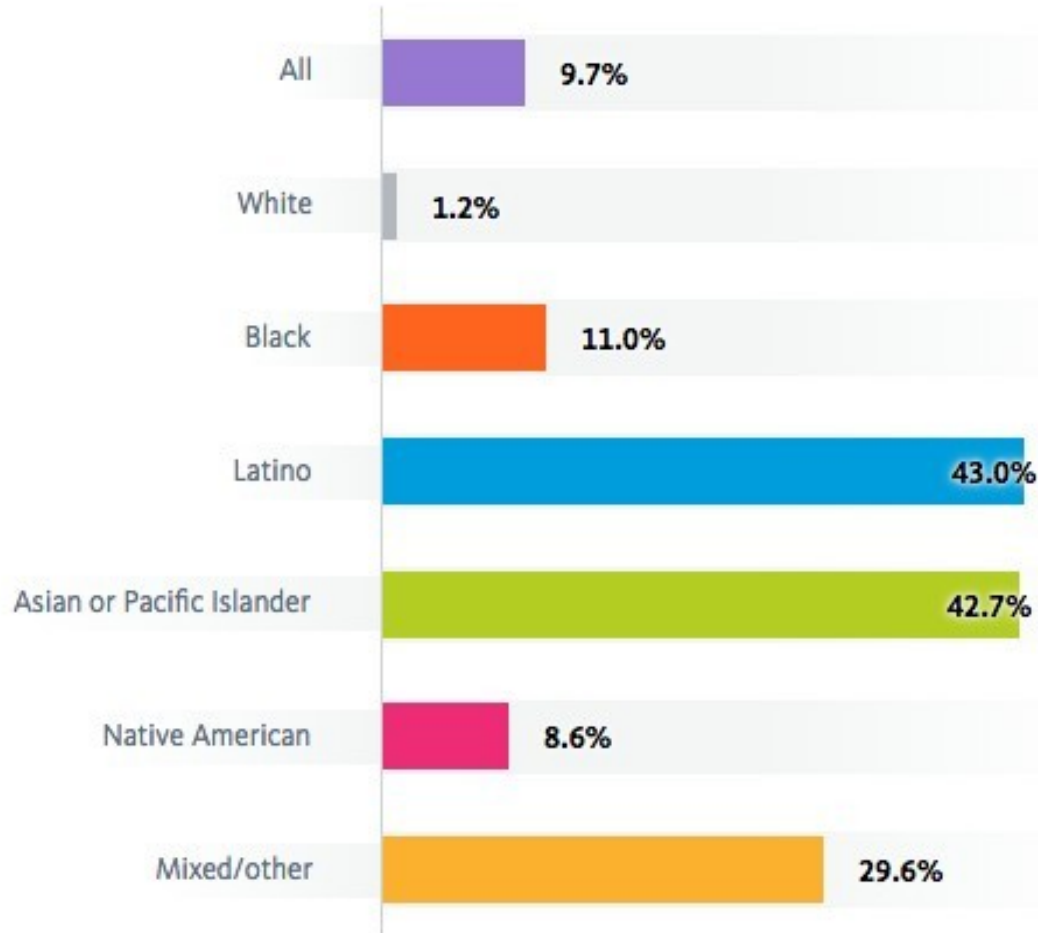


# o is in the circle of human conce



# The face of America is changing...

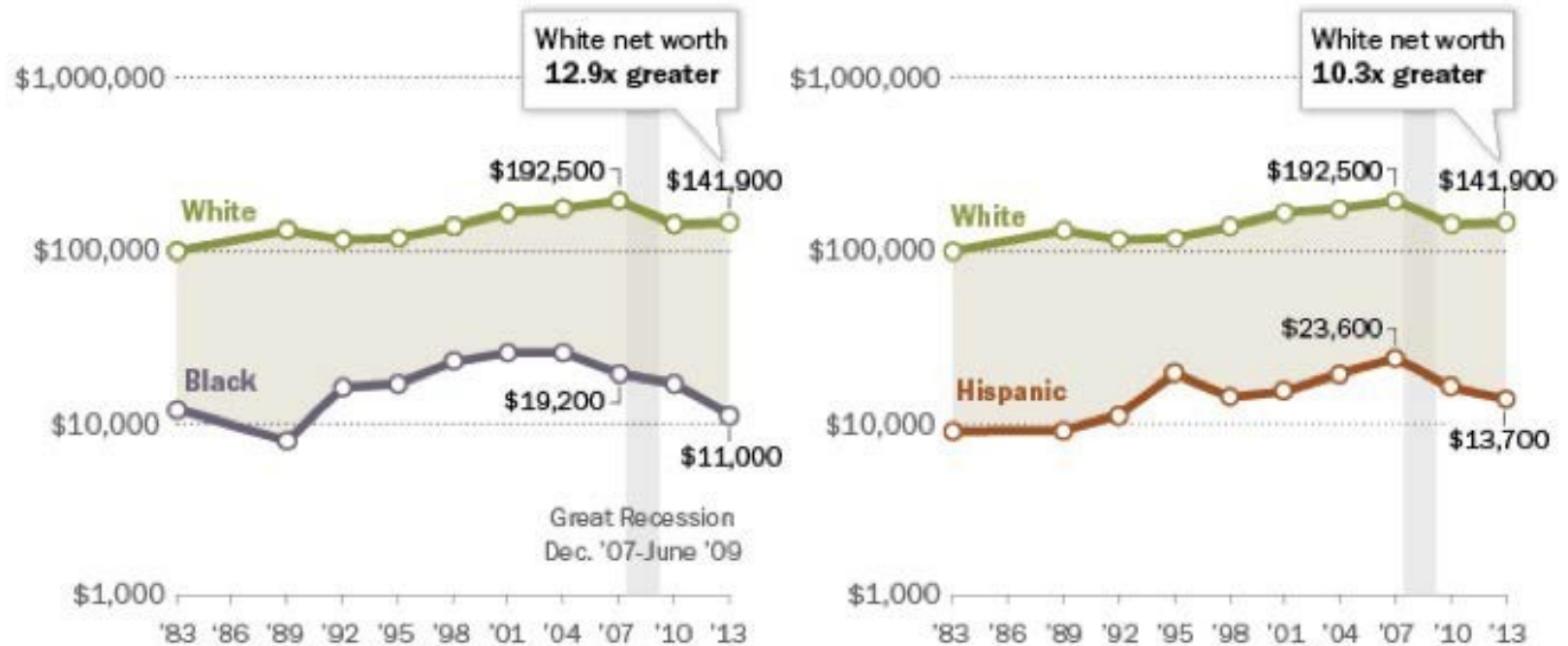
Percent change in population: United States, 2000-2010



# ...and yet we have dramatic disparities

## Wealth Gaps Along Racial, Ethnic Lines Have Grown Since Great Recession Ended

Median net worth of households, in 2013 dollars

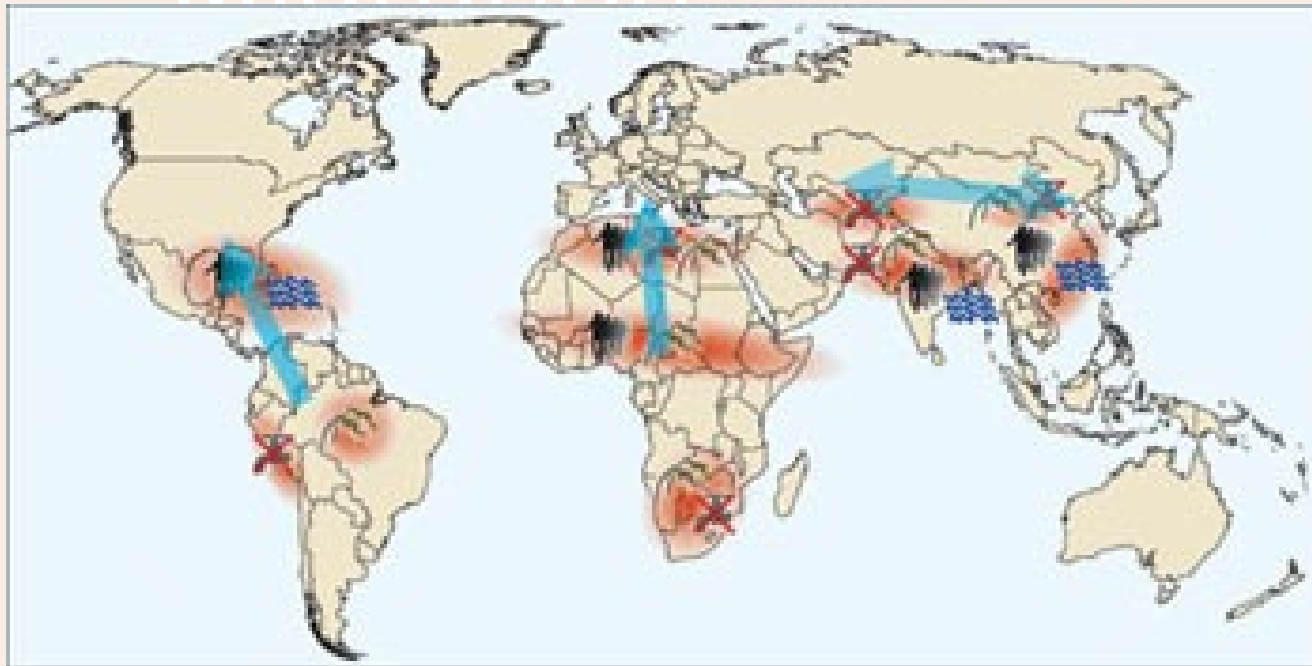


Notes: Blacks and whites include only non-Hispanics. Hispanics are of any race. Chart scale is logarithmic; each gridline is ten times greater than the gridline below it.

Source: Pew Research Center tabulations of Survey of Consumer Finances public-use data

PEW RESEARCH CENTER

# Climate Change and Migration



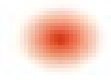
Conflict constellations in selected hotspots



Climate-induced degradation of freshwater resources



Climate-induced decline in food production



Hotspot



Climate-induced increase in storm and flood disasters



Environmentally-induced migration



Main trajectories

Fig. 11.1 A map of conflict and migration induced by environmental stressors (source: German Advisory Council on Global Change WBGU (2007): Climate Change as a Security Risk arrows added by UNU-EHS)



# The power of bridging



Bridging is when we turn outwardly to connect and explicitly work with other groups and seek ways to build common ground. This path ultimately takes us towards belonging and empathy.

# Structural Racialization/ Marginalization



- Structures are not neutral
- Our relationship to the structures is uneven both as individual and groups
- Power gives us greater positive access to structure and more ability to shape structures
- Structures enhance or depress life outcomes
- Life outcomes cannot be reduced to individual choices or interpersonal relationships
- We live in structures/systems and they live in us

# People are differently situated

Not only are people situated differently with regard to institutions, people are situated differently with regard to infrastructure



People are impacted by the relationships between institutions and systems...

...but people also impact these relationships and can change the structure of the system.

# Opportunity Structures: Space, Place, & Life

## Outcomes



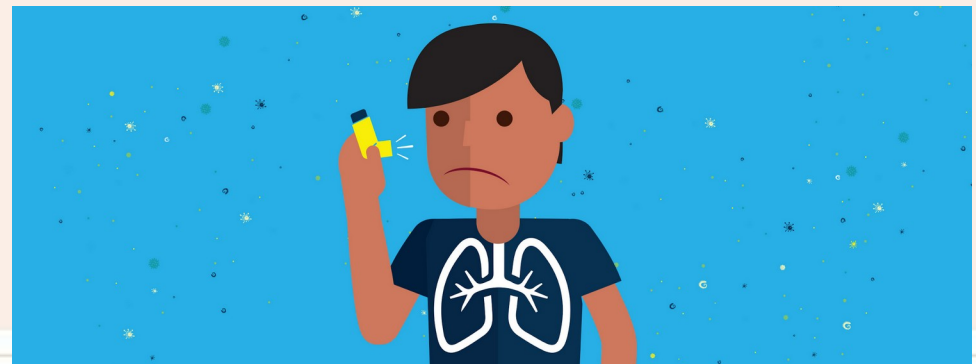
- **Opportunity structures** are the web of influences beyond our individual control that enhance and constrain our ability to succeed and excel
- Life chances are shaped by opportunity structures, and those structures are just as important, if not more so, than the choices that individuals make
- Opportunity structures influence both how and who we are

# Spatial, Racial, and Opportunity Segregation Impact a Number of Life Opportunities



# Health, Situatedness, and Trauma

- Opportunity structures can affect our bodies. Childhood trauma has a profound effect on brain development and health outcomes, which can lead to additional issues in children (behavioral, PTSD, etc.)
- Children exposed to racial trauma early are more likely to contract asthma when exposed to toxic air.
- Children exposed to high levels of violence are more likely to have elevated asthma incidences

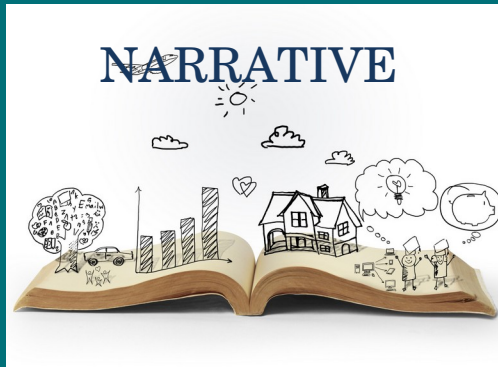




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# To continue the discussion -

## RACING TO JUSTICE

*transforming our conceptions of self and other  
to build an inclusive society*

*john a. powell*

For more information, visit:

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