



Community  
Building  
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WAKE UP • INTERRUPT • STEP UP

## WORKING FOR EQUITY IN CHARLOTTE-MECKLENBURG

# WAKE UP

Thinking about this theme,  
what issues of inequity matter  
most to you?

What questions should  
you ask? What information  
do you need?

# WHAT IS EQUITY?

## EQUITY IS BOTH AN OUTCOME AND A PROCESS

**EQUITY** is a proactive, strategic approach that accounts for structural differences in opportunities, burdens and needs in order to fulfill the promise of equality **for all**.

An equitable society would be one in which there are improved outcomes for all and the distribution of resources, opportunities and burdens is not determined, predictable or disproportionate by identity or zip code.

**EQUITY ≠ EQUALITY**



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## WORKING FOR EQUITY IN CHARLOTTE-MECKLENBURG

# INTERRUPT

How could you interrupt  
the inequity that you observe  
and/or experience?

Who could join you?

# USING AN EQUITY LENS

**Acknowledge** how life options and outcomes are shaped by structures that benefit some and burden others based on identity and/or zip code.

**Analyze** the impact of these structures on a specific issue, condition or population.

**Strategize** structural interruptions and innovations to close gaps and improve outcomes and opportunities for all.

**Repeat**, repeat, repeat...

**DIVERSITY** - REPRESENTATION

**INCLUSION** - ENGAGEMENT

**EQUITY** - OUTCOMES



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## WORKING FOR EQUITY IN CHARLOTTE-MECKLENBURG

# STEP UP

What do you need in order  
to have the courage and skills  
to step up for equity?

Who or what could  
support you?

# ASKING EQUITY QUESTIONS

Who are the **PEOPLE** directly impacted and what voice do they have? Who has authority or influence, and what actions are they taking?

What **STORIES** are being told? Who tells them? What stories aren't being told?

What **RULES** are in place? Who do they benefit? Who do they burden?

How are **RESOURCES** designed, distributed and controlled? Whose needs and wants to do they meet?

What is the cumulative **HISTORY** of advantage and disadvantage?



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