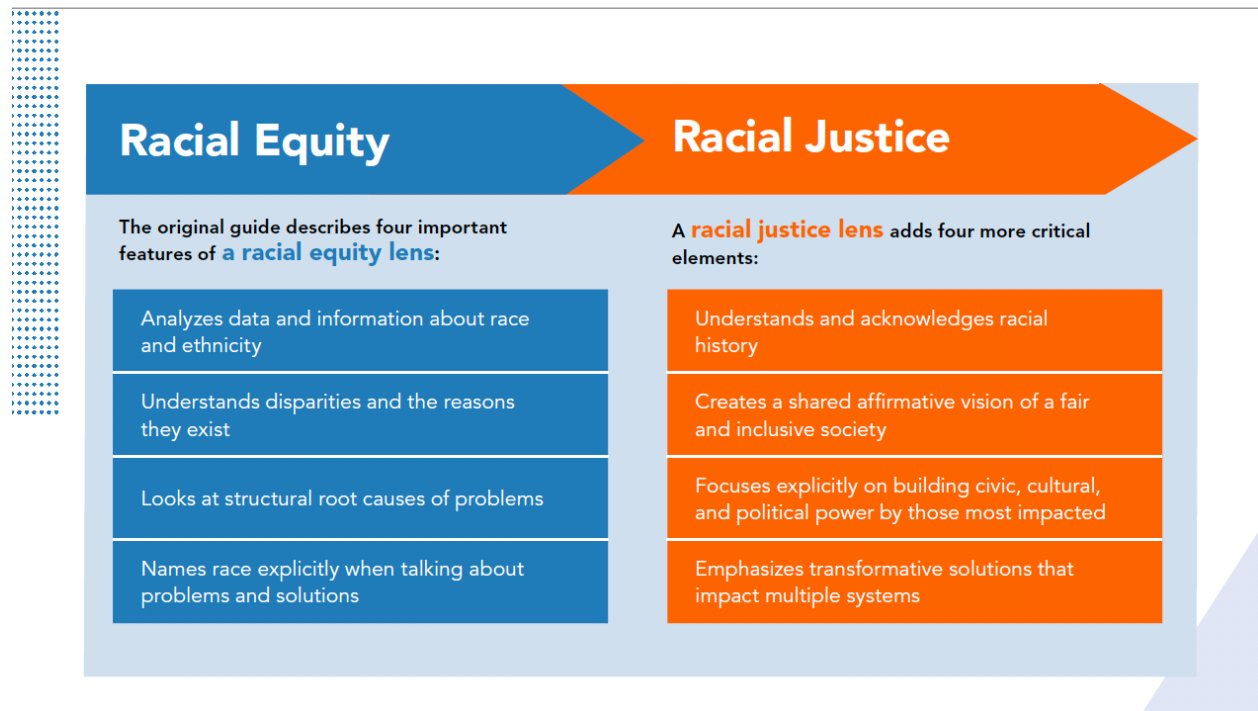


## Working Definitions

**Racial Equity** – The condition that would be achieved if one’s racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them. *Credit: Racial Equity Tools*

**Racial Justice** – Racial justice is the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice – or racial equity – goes beyond “anti-racism.” It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures. *Credit: Racial Equity Tools*



*Credit: Grantmaking with a Racial Justice Lens by Rinku Sen & Lori Villarosa*

### **Definition/Quote from john a. powell**

“Race” is best understood as a verb rather than a noun; human traits and qualities are “raced,” that is, assigned to different racial groups, which are accorded differing levels of social capital and access to resources, belonging, and security. We have to see race as a verb always being made structurally. *Credit: john a. powell*

### **Definition/Quote from Ibram X Kendi**

The only way to undo racism is to consistently identify and describe it - and then, dismantle it. The essence of anti-racism is that action must follow both emotional and intellectual awareness of racism. *Credit: Ibram X. Kendi, Aspen Ideas Festival 2019*

### **Equity vs. Equality**

Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

**Link to Awake To Work To Work:** <https://equityinthecenter.org/aww/>