

WEEK

19

Equity Tools and Approach



"Everyone thinks of changing the world, but no one thinks of changing [your]self." – Leo Tolstoy

We must continue to challenge ourselves to do more, to increase our awareness of injustice, and to actively step up to build equity in our networks and communities. This Challenge has offered tools and resources to advance racial equity. Where you put your time and effort in this work is up to you.

Change begins with each individual, and grows with intention and activism through networks, organizations, practices, and policies that advocate for inclusion and equity for all. Listening matters. Data matters. Representation matters. Actions matter.

At one time or another in our journey, we may find ourselves hesitant to pursue change due to the fear of making mistakes. We invite you to view it as an opportunity to be brave. Let us all do what we can to create and inhabit the "brave space" described in this poem:

INVITATION TO BRAVE SPACE

You are invited to be yourself in this brave space:
Together we will create brave space
Because there is no such thing as a "safe space"
We exist in the real world
We all carry scars and we have all caused wounds.
In this space we seek to turn down the volume of the outside world,
We call each other to more truth and love
We have the right to start somewhere and continue to grow.
We have the responsibility to examine what we think we know.
This space will not be perfect.
It will not always be what we wish it to be but
It will be our brave space together,
And we will work on it side by side.

by Mickey Scott Bey Jones

Share your reflections and any resources that help further the discussion on today's topic on social media using the hashtag #UWLIEquityChallenge

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DOING THE WORK!

Over the past 18 weeks, we have learned how racial inequities permeate our communities on individual, institutional, and systemic levels. We are all impacted by the system of racism in our country and therefore all responsible for dismantling the structures that allow it to persist. Change is possible, and there are many tools and approaches we can employ as individuals and organizations to drive transformation.



ACTIVITY ONE

WATCH: [Using a Racial Equity Toolkit](#)



ACTIVITY TWO

READ: [Equity Toolkit](#)

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