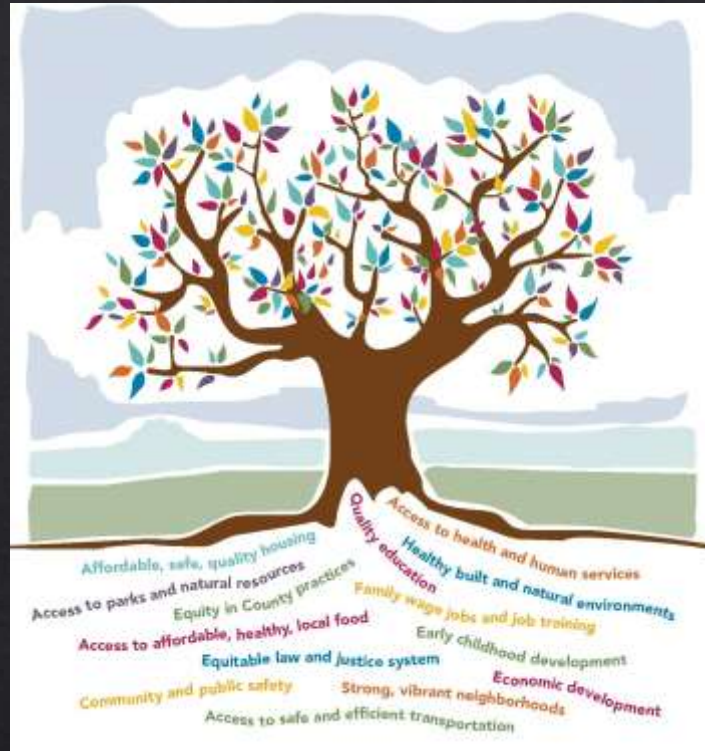


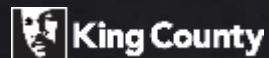
A King County where all people have equitable opportunities to thrive.

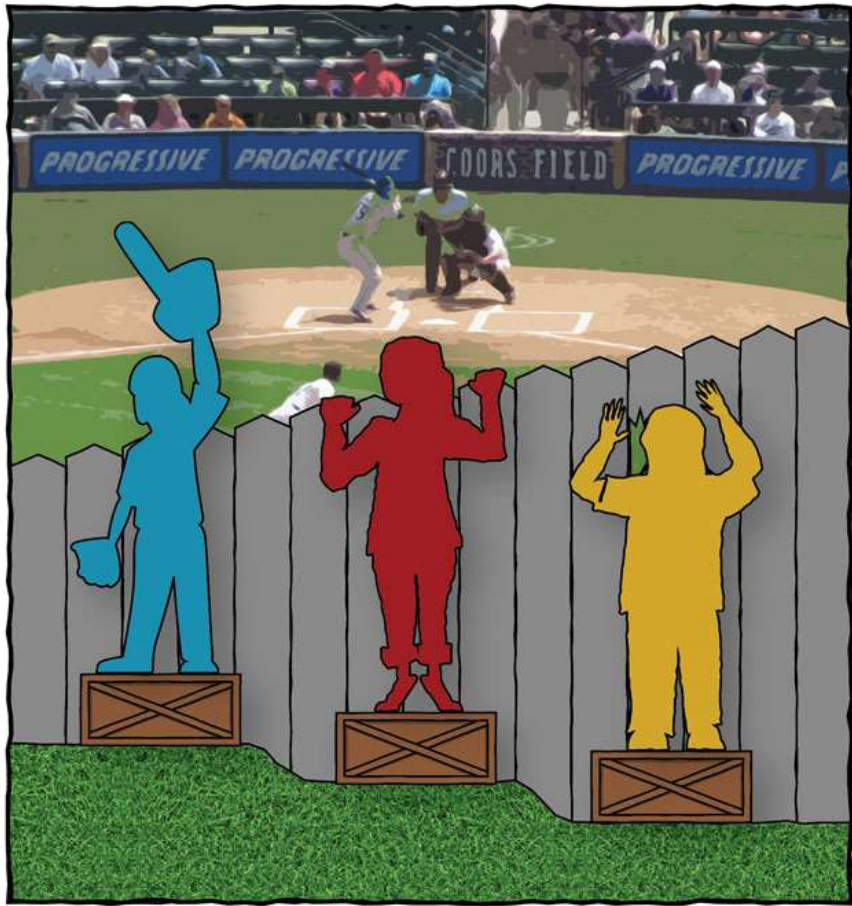


Youth marijuana program equity workshop

10/05/17

Matias Valenzuela, Director of Office of Equity and Social Justice





EQUALITY

From [Cultural Organizing](https://www.culturalorganizing.org/), October 2016



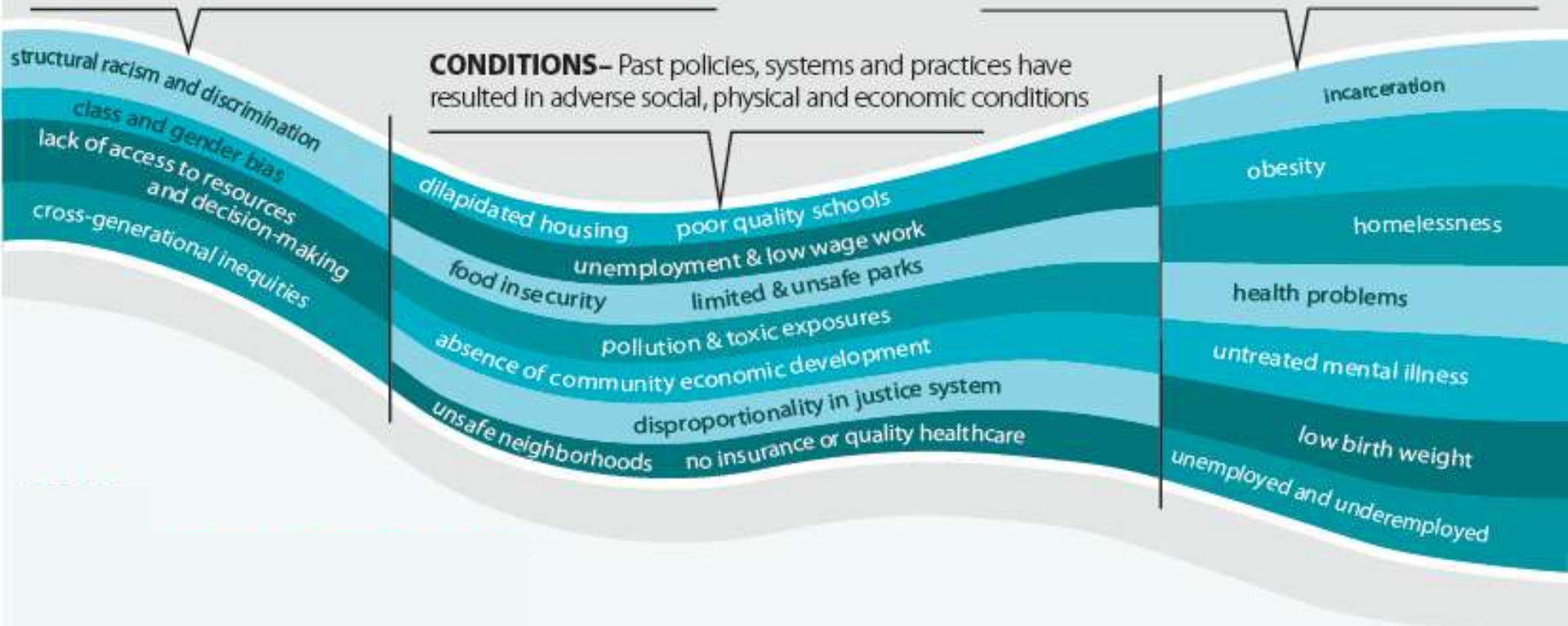
EQUITY

The “unhealthy stream” creates inequities

POLICIES, PRACTICES & SYSTEMS– Policies, structures and systems – including those in government – have sustained and even contributed to inequities

OUTCOMES– Organizations and their programs historically have tended to react to problems and treat poor individual and family-level outcomes

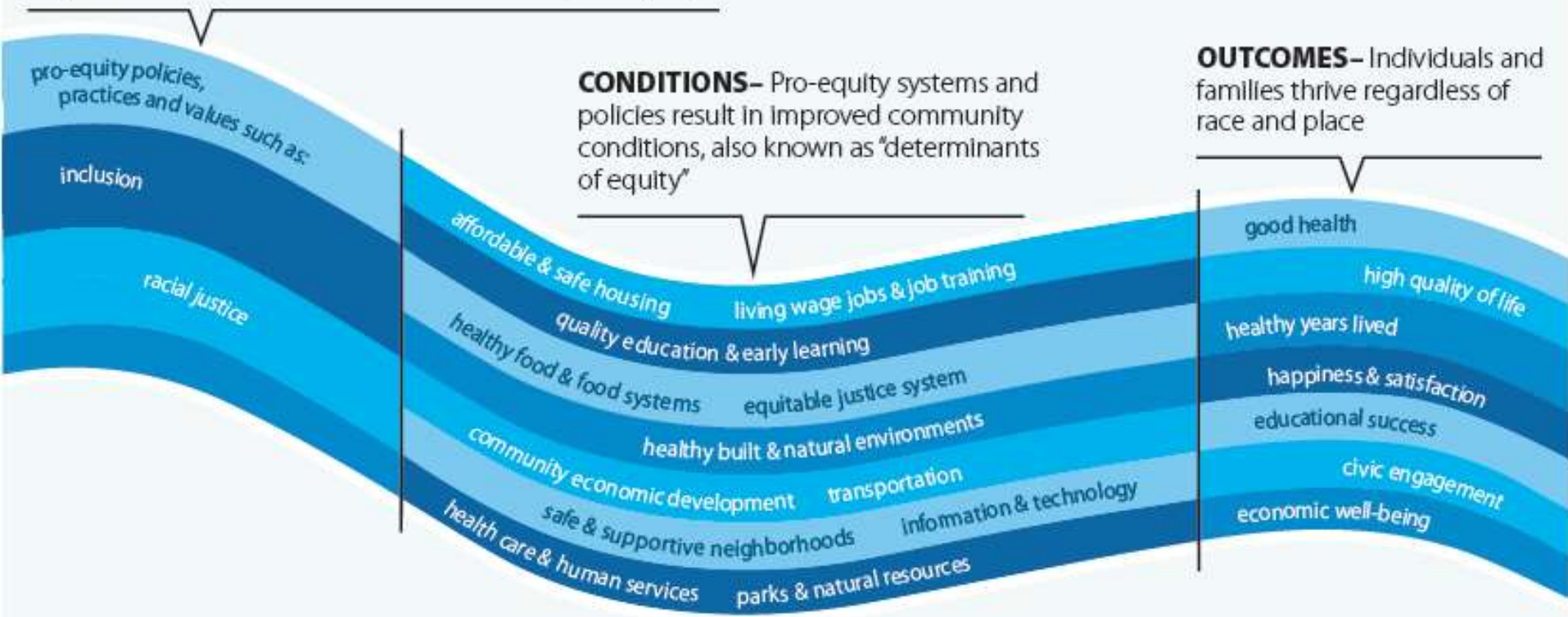
CONDITIONS– Past policies, systems and practices have resulted in adverse social, physical and economic conditions



The “healthy stream” creates equity

PRO-EQUITY POLICIES, PRACTICES & SYSTEMS–

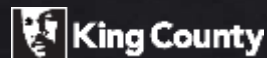
For greatest and most effective impact, King County is **focusing “upstream”** to address root causes and be pro-equity

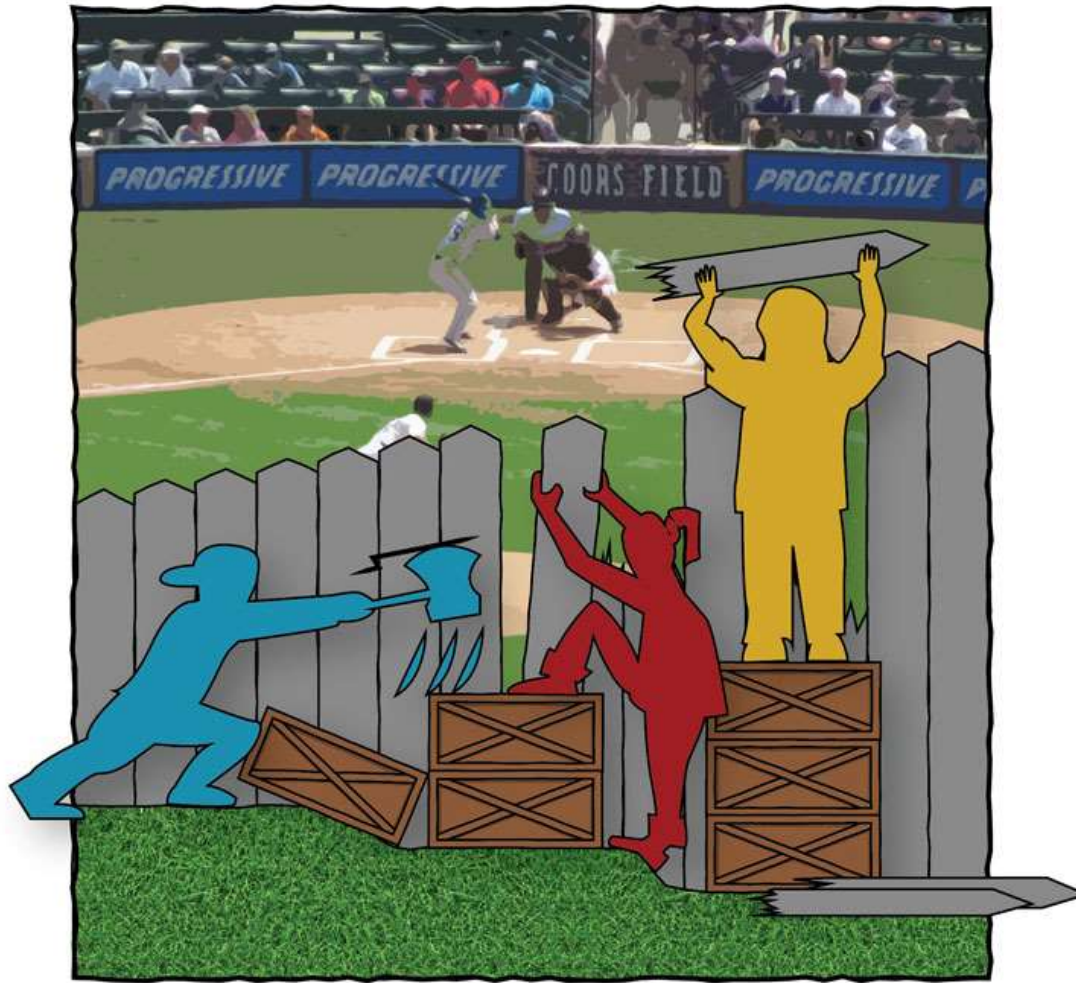


Equity

- Full and equal access to opportunities, power and resources for all people to achieve their full potential and thrive
- Ardent journey toward well-being
- Defined by those most negatively affected

(Equity ≠ Diversity & cultural competency)

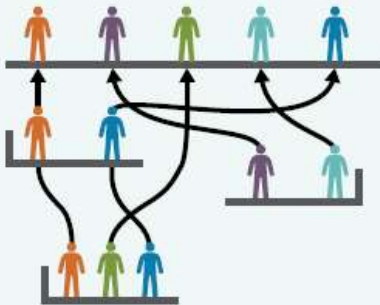




JUSTICE

From Cultural Organizing, October 2016

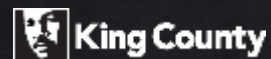
Pro-equity Targeted universalism



Defining outcomes for all, identifying obstacles faced by specific groups, and tailoring strategies and building on assets to address barriers (targeted universalism).

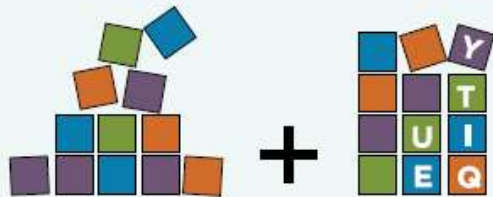


Investing in a child's early development – building on the assets of each community – to establish a strong foundation for lifelong health and well-being so all children and families experience improved outcomes and thrive, regardless of who they are and where they live.



Pro-equity

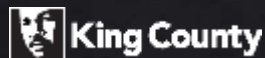
Dismantling systems of injustice; equitable access to resources and decisions



Dismantling systems of power, privilege and racial injustice in favor of equitable access to resources and decisions.



Removing barriers to jobs at King County government for historically disadvantaged communities by improving employment practices like prioritizing language skills, building school-to-work pipelines, having clear, accessible career pathways, and taking out needless educational requirements.



Pro-equity

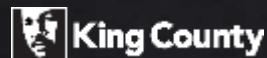
Focus on people and places where needs are greatest



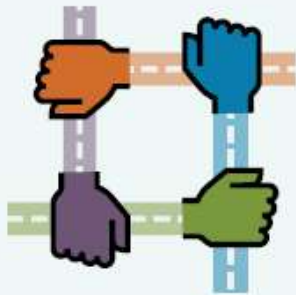
Focusing on the people and places where needs are greatest – such as low-income communities, communities of color, and immigrant and refugee populations.



Providing low-income populations more equitable access to public transportation and other public assistance programs with King County's ORCA LIFT Reduced Fare Program.



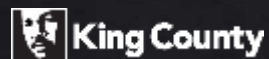
Pro-equity Inclusive processes



Creating inclusive processes and including people early, continuously and meaningfully.

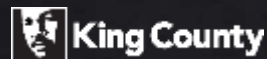


Partnering with communities most impacted by inequities in shared decision-making and acting on resident priorities, Communities of Opportunity is changing policies and systems to improve health, social, racial and economic outcomes.



Your opportunities to be pro-equity:

- Move upstream?
- Focus on root causes? Address policies and systems?
- Dismantle and transform what is not working?
- Process equity (becoming more inclusive, including shifting resources and power?)



Pro-equity: Targeted Universalism

[Click here to watch the video: Targeted Universalism](#)



Road to Racial Equity addresses

- ◆ **Individual Racism** - Pre-judgment, bias, stereotypes about an individual or group based on race. The impacts of racism on individuals including white people internalizing privilege and people of color internalizing oppression.
- ◆ **Institutional Racism** - Organizational programs, policies or procedures that work to the benefit of white people and to the detriment of people of color, usually unintentionally or inadvertently.
- ◆ **Structural Racism** - The interplay of policies, practices and programs of multiple institutions which leads to adverse outcomes and conditions for communities of color compared to white communities that occurs within the context of racialized historical and cultural conditions.



Leading with Racial Justice

[Click here for the video from King County: Leading with Racial Justice](#)



Leading with racial justice

- What inspires you and gives you hope about leading with racial justice?

