

# Equitable Democracy = Diverse Civic Leadership

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# Presentation Overview 20 mins

What is cultural humility?

Why does it matter?

What is Equity?

Sample Inequities in San Mateo County

Role of Boards and Commissions

Q/A

# Defining Equity

Equity is the goal of *just and fair inclusion* into a society in which *all can participate, prosper, and reach their full potential*.

- PolicyLink

To achieve equity, we must *create the conditions* that allow all to reach their full potential.

# Equity versus Equality

Different Needs  
=  
Different Resources



Different Barriers



EQUALITY



EQUITY

Journey to Justice:  
Remove barriers and level the playing field



# What is culture?

## Culture:

- Shared systems of values, beliefs
- Learned patterns of behavior
- Ever changing, socially framed
- Expressed in views, attitudes and behaviors
- Sometimes referred to in categories
- Often individually defined

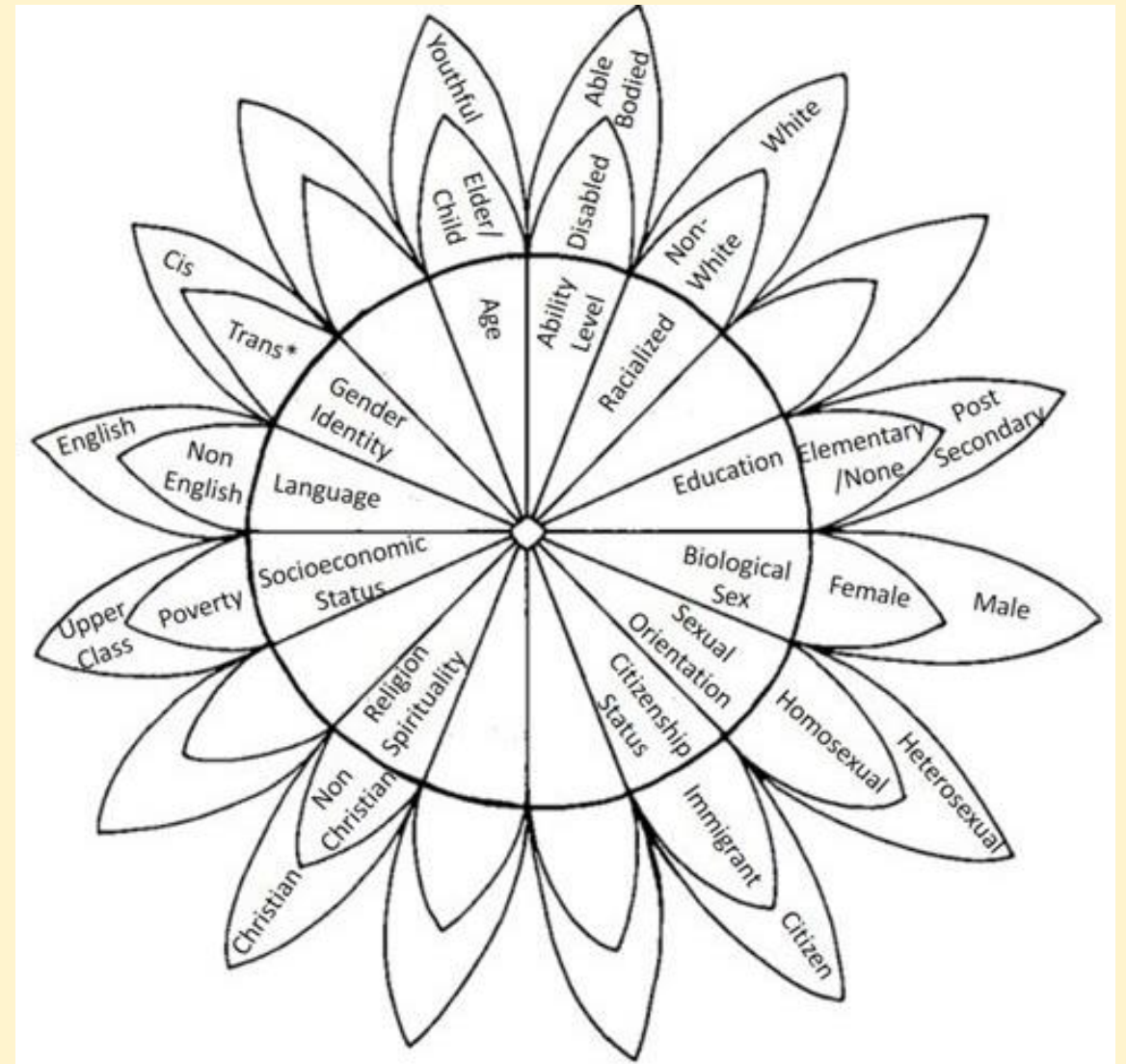
## Examples:

- Ethnic, Religious
- Age, physical ability
- Gender and Sexual Orientation
- Professional/Educational
- Formed by social circumstance
  - Homeless, previously incarcerated, veterans
- Special Interest
  - sports, arts
- Socioeconomic
- Geographic

# Dominant Culture: Power & Privilege

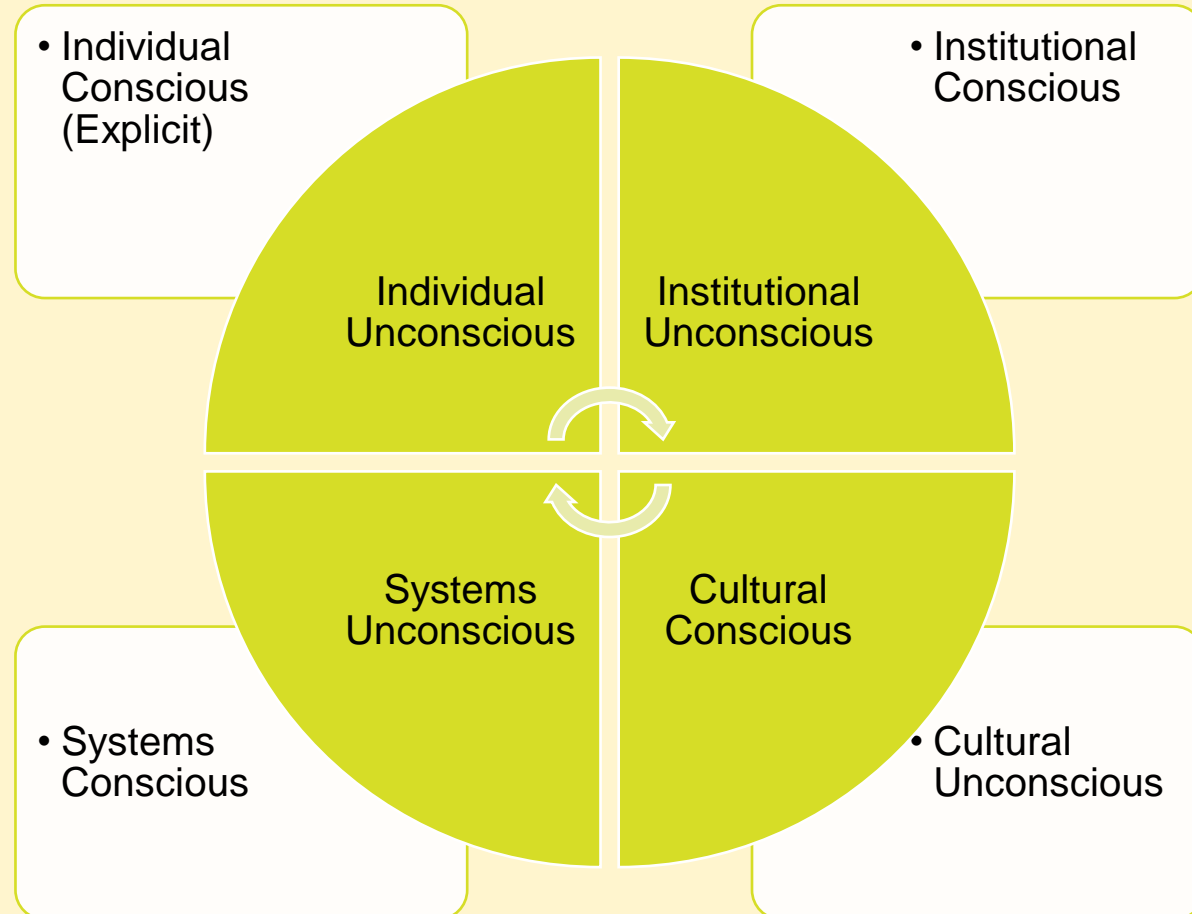
## Who has more power and privilege?

- Children/Youth or Adults
- Middle Age or Seniors
- People of Color or White People
- Women or Men
- English Speaking or Non-English Speaking
- Drivers or Non-drivers
- Documented or those with irregular documentation



# Root Causes of Inequities: Oppression

- White Supremacy
- Patriarchy
- Colonialism
- Transphobia
- Heterosexism
- Cisgenderism or Cisnormativity
- Ableism
- Ageism
- Nativism
- Anti-Blackness
- Classism
- Racism
- Sexism
- Neuronormative



# Cultural Humility

## Humility:

- Marked by modesty in behavior, attitude or spirit ; showing patience, gentleness and moderation about ones own abilities and values
- **Not** arrogant or prideful, which means you don't think of yourself as better because of your culture or status, more important, or always right, and you're all knowing in all areas of all things!

## **CULTURAL HUMILITY:**

- *Awareness*
- *Life-long learning*
- *Don't make assumptions about a person until you learn from them*
- *No culture is better than another*
- *You come to experience a person and their culture from a place of humility*
- *Contrasts Cultural Competence – assumes you can become totally competent in a culture you are not part of*





## How do you relate to cultural humility?

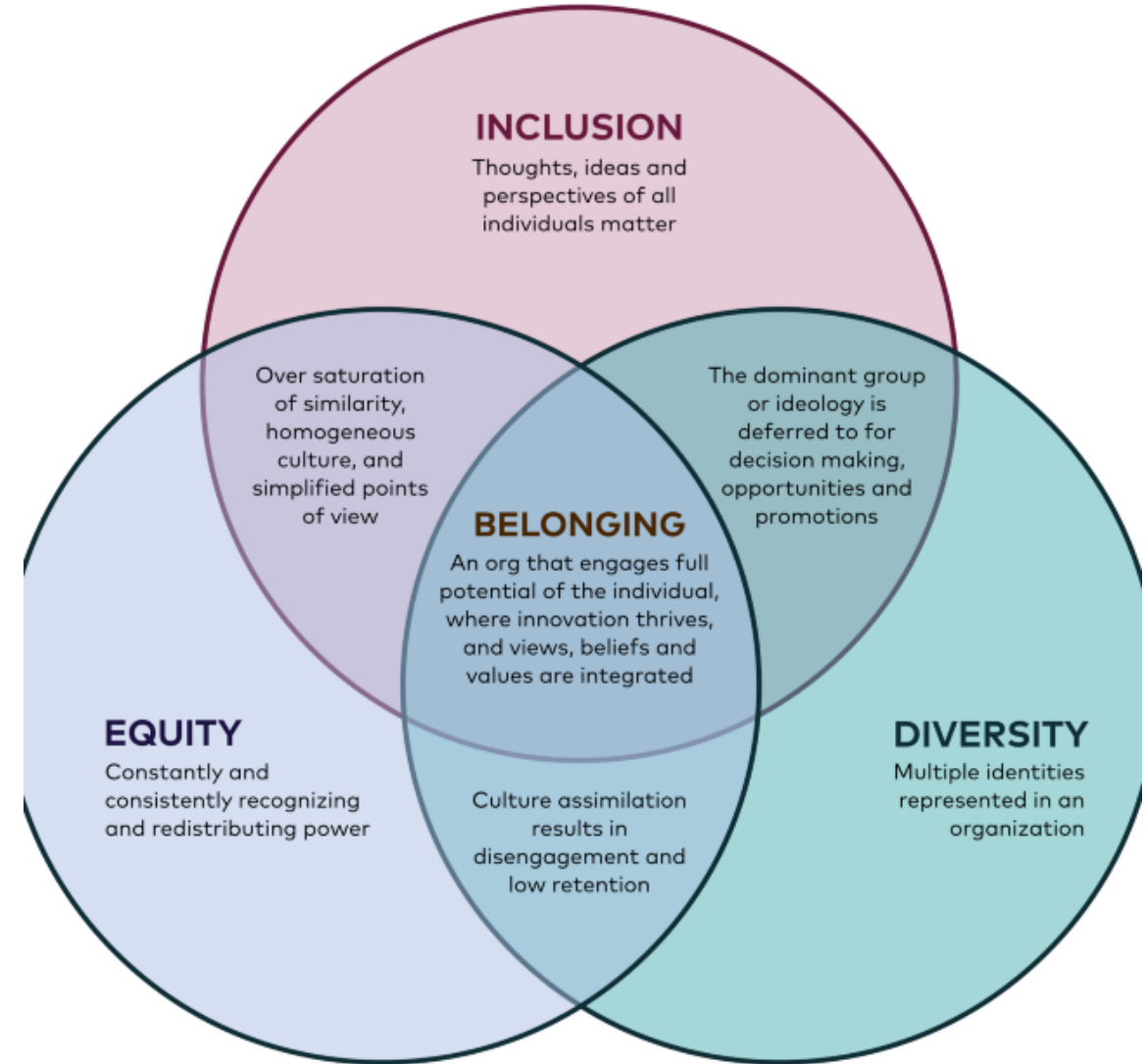
- Individually: What cultures do you identify with?
- In dyads:
  - Has your cultural affiliation ever made you feel good or bad?
  - Have you ever made assumptions about a person based on your assumptions about their culture?

# Why is it important?

- Balance the power imbalance in the dominant culture
- Relationship building
- True learning that leads to best solutions
- Authentic belonging

# Belonging versus Inclusion

- We recognize that our systems are inequitable
- Inclusion welcomes people into existing structures without questioning whether people feel like the structures are supportive or whether they feel they belong
- Building systems that are truly welcoming to all requires co-creation of systems



# Narrative: Who Belongs and Who Doesn't

- **At least 64% People of Color**
  - Approximately 67% People of Color per Dr. Benner (UC Santa Cruz)
- **Large Immigrant Community**
  - 35% foreign born. 21% of immigrant population undocumented.
  - 46% speak another language at home
  - 57% of children have immigrant parents
- Approximately 30,000 residents are **LGBTQ+**
- **People with disabilities:** 4.3% 65 and under; 29.3% of 65+



# Equity: Boards, Commissions, Committees

- Formal community engagement structure for the County
  - The diverse voices, wisdom, and experiences of our residents should be integrated
- Informing decision-making bodies
  - Key cultural perspectives informing decision-makers
- Developing a diverse pipeline of civic leaders
  - Leadership opportunities
  - Relationships
  - How systems work

# Your Role: Cultural Humility & Equity

- Reflecting on cultural humility: What is your role?
- Reflecting on equity: What is your role?
- You represent the diverse voices of San Mateo County and their experiences, needs, and aspirations.
- As representatives for the County, we have a responsibility to approach others and the work with cultural humility and work to advance equity.



# Countywide Equity Efforts (Sample)

- Racial Equity Resolution
- Equity through Art Webinar Series
- Anchor Institution Resolution for Inclusive Workforce and Procurement
- Core Equity Team - interdepartmental team
- Racial and Social Equity Action Plan - 2022
- Cataloged actions and milestones
- More than 20 departments
- 8 Interdepartmental Committees
  - Example Projects:
    - Equity Impact Assessment Template
    - Staff foundational training on equity
    - Affinity groups
    - Community engagement tool
    - Inclusive hiring and procurement
    - Diversity and Equity in Boards and Commissions
      - Demographic assessment
      - Review of application/policies/practices
      - Recruitment

CYCLE



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