

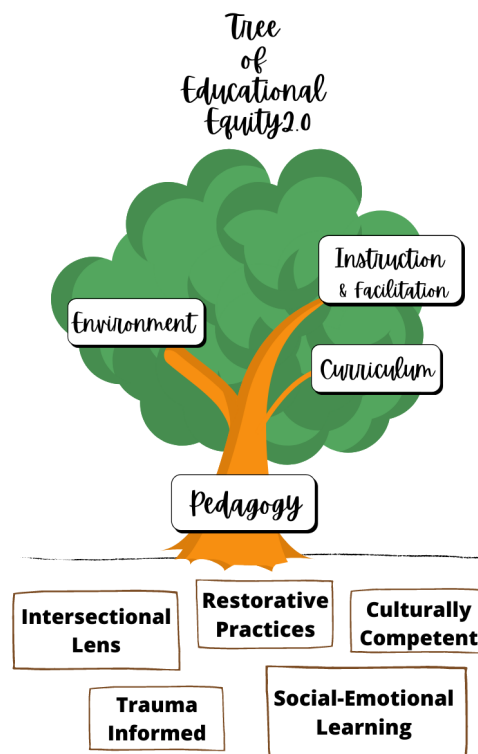
Equity 2.0

Equity 2.0 is: **“Ensuring that every individual can access whatever they need to thrive.”**

- This connotation differs dramatically from the denotation (dictionary definition) of equity - which is pretty much the same as the denotation of equality.
- Equity 2.0 moves away from the concept of everything needing to be “fair and equal” because equality only benefits certain people and it widens the Equity 2.0 gap.

The process is complex, dynamic, and ongoing:

- Owning discriminatory flaws and biases
- Embracing a growth mindset
- Engaging in courageous conversations to challenge the misuse of power and privilege
- Creating safe and nurturing environments (which includes healthy boundary setting)
- Understanding the impact of identities and the function of intersectionality
- Consistently matching one’s actions to their words
- Respecting history while planning for the future
- Respecting personal agency
- Breaking down systems that are creating barriers



Equality/Equity (Denotation) vs. Equity 2.0

Equality (& Denotation of Equity)	Equity 2.0
<p>Everyone is given the same rights, opportunities, and resources. Folks with power (and privilege) are maintaining their control by determining what is “fair and equal.”</p> <p>*Often demonstrated in literature (and in life) as authoritative utopias (satire) (e.g., “All animals are equal, but some animals are more equal than others” [Orwell, <i>Animal Farm</i>, 1945]).</p>	<p>“Ensuring that every individual can access whatever they need to thrive” (power and control are shared).</p>
<p>Group-focused, rigid, uniform, generic, and prioritizes conformity and practices that are not always rooted in equity 2.0 (e.g., “unity” & “justice”)</p> <ul style="list-style-type: none"> ● Values are being determined by the “narrator” ● People who don’t thrive under equality can sometimes be shamed/judged 	<p>Individual-focused, adaptable, needs-based</p> <ul style="list-style-type: none"> ● Creating safe emotional spaces for people to feel heard ● “Thriving” vs. “succeeding” ● Rooted in the philosophies of a growth mind-set, inclusion, and belonging
<p>“Fair is equal”</p>	<p>“Fair is not always equal” (and moving away from the belief that everything needs to be “fair and equal”)</p>
<p>Values: sameness</p>	<p>Values: variety/difference/diversity & change/evolution</p>
<p>More static (unchanging): straightforward, orderly, efficient, easier</p>	<p>More dynamic (changing): messy, chaotic, time- intensive, more difficult/more time and energy intensive</p>
<p>Rules based</p> <ul style="list-style-type: none"> ● Measure of success: everyone gets the same resources (regardless of individual needs) and is expected to follow the same rules in the same way ● Everyone is evaluated in the same way based on the the same guidelines/assessments 	<p>Needs based</p> <ul style="list-style-type: none"> ● Measure of accomplishment: everyone gets what they need to thrive (different resources for different people) ● Individuals can be assessed in unique ways based on their needs and abilities
<p>Creates/maintains an Opportunity/Equity Gap</p> <ul style="list-style-type: none"> ● Maintains barriers ● Only some people are given what they need to find “success” (often rewards people who already benefit from privilege) 	<p>Decreases the Opportunity/Equity Gap</p> <ul style="list-style-type: none"> ● Decreases barriers ● Creates more opportunities for everyone to get what they need to thrive
<p>Can (inadvertently) support beliefs rooted in white supremacy, racism, homophobia, hetero/gendernormativity, ableism, adultism, etc.</p> <ul style="list-style-type: none"> ● Can decrease overall health, economic growth, and opportunities for historically marginalized and oppressed folks ● Can maintain systems of oppression and/or increase marginalization 	<p>Not based on beliefs that are rooted in white supremacy, racism, homophobia hetero/gendernormativity, ableism, adultism, etc.</p> <ul style="list-style-type: none"> ● Increases health, economic growth, and opportunities for everyone ● Disrupts systems of oppression

Strategies for Equity 2.0 Advocacy

On own

- Educate yourself: Continue learning about the dynamics and benefits of Equity 2.0 (and how to enact it)
 - Seek a variety of sources (books, social media, articles, etc) from creators with a variety of identities
- Value and respect other peoples' identities (and learn how the intersections of identities can impact individuals)
 - Reflect upon and share your identities and the impact of your intersecting identities with others
 - Use affirmed names and pronouns, learn the correct pronunciation of names, don't make assumptions about folks' identities, include your pronouns when you introduce yourselves (if you feel comfortable), etc.
 - Understand that sex, gender expression, gender identity, and sexual orientation are all different categories
 - Learn that race and ethnicity are not the same thing and that a lot of people can be a mix of multiple races and/or ethnicities
- Be mindful of perspective gaps
- Eradicate your implicit and explicit biases
 - Understand the characteristics of white supremacy so you can stop them from being perpetuated
 - Advocate against any discriminatory acts connected to race, ethnicity, sexual orientation, gender identity, gender expression, hetero/cisnormativity, housing status, nationality, disabilities/abilities, age, religion, class, citizenship status, etc.
- Lead with curiosity vs. defensiveness and/or judgment
- Be patient and compassionate toward ourselves and others while doing this work (we will make mistakes - own them, learn from them, and move on)
- Be prepared to sometimes be the lone voice (but also determine if engaging is productive and/or if you have the current capacity)

With Others

- Read books/articles together and discuss what you learn
- Engage in courageous conversations to challenge prejudice and discrimination
- Create a safe space for folks to be able to talk about their multiple identities and the impact
- Break down systems that are creating barriers for Equity 2.0
- Create an Equity 2.0 team who will "call you in" (avoid calling people out/cancel culture- grace encourages growth while shame and blame will shut people down)
 - Work with people who represent different identities than your own
 - Don't ask others to pay a cultural tax unless a relationship has been built first (and, even then, always check in to see if folks are in the head space to want to educate others)

Public Expression

- Add your name to petitions that support Equity 2.0
- Vote for political leaders who support Equity 2.0
- Testify/speak out in support of decisions that increase Equity 2.0 (and against those that don't)
- Donate time and/or money to groups and organizations that support Equity 2.0
- Write for equity! (Articles, emails, letters to the editor, etc.)
- Publicly support the advocacy work of others
- Attend meetings and protests

Equity 2.0 Consulting

Services Provided

- **Speaking/Training**
 - **Equity 2.0 Advocacy (UnKeynote)**
 - Human beings who feel seen, safe, respected, valued, and celebrated are the ones who will thrive. Kelly D. Holstine will discuss the difference between Equality vs. Equity 2.0, share personal stories, and give concrete strategies on how to increase Equity 2.0 Advocacy. This needs-based UnKeynote is rooted in Equity 2.0; participants will help determine what topics are discussed and will have multiple opportunities to reflect and grow.
 - **Equity 2.0 Support Group**
 - This facilitated group not only supports the individual need of the participants, it also helps folks learn how to more effectively meet the needs of others. Participants will talk about their experiences, get support, ask questions, discuss relevant topics, and increase their Equity 2.0 skills.
 - **How to Support Members of the Rainbow Community**
 - Participants will learn how to more effectively support members of the LGBTQIAP2S+ Community. Holstine will share personal stories, reveal the top four strategies to better support members of the Rainbow Community, and facilitate opportunities for individuals to reflect and grow.
- **Additional Consulting Services**
 - One on one and/or small group consulting/training (variety of topics including, but not limited to, Equity 2.0, trauma-informed teaching, cultural competency, increasing inclusivity/belonging, classroom management, creating/building Gender Sexuality Alliances (GSAs) and affinity groups, policy changes, supporting a diverse culture, etc.)
 - Curriculum writing support: voice & choice, diverse, personalized, self-paced, online, etc.
 - Restorative Practice and/or Circle Keeping support
 - TeamBuilding/Community Building/Group Facilitation (topics and goals can be tailor-made)

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