



CONFERENCE OF ALLEGHENY PROVIDERS

NEWSLETTER FROM THE
DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

JAN. 2021 TOPIC: WHERE DO I START?

RACIAL EQUITY: A WORKING DEFINITION

Our committee is designed to develop resources for CAP members so as to assist as we all seek to address issues of diversity, equity, and inclusion within our organizations and in the community at large. To this end, it is important that we operate with a common vocabulary in order that we can be aligned in our goals.

The following definition for Racial Equity comes from www.racialequitytools.org, a website devoted to providing information for organizations that are interested in undertaking evaluating, planning, and acting with respect to promoting internal and external racial equity.

Racial equity is “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.”

The linked image below will take you to 21 day’s worth of information to jump start an individual journey exploring a wide range of topics concerning issues of diversity, equity, and inclusion.



CONVERSATION STARTERS

[7 RACISM RELATED QUESTIONS](#)

[RACIAL JUSTICE AND COMMUNITY RESTORATION WEBINAR](#)

[INDIVIDUAL SELF ASSESSMENT TOOL](#)

[IMPLICIT BIAS ASSESSMENT](#)

PODCAST SPOTLIGHT

[UNLOCKING US WITH BRENE BROWN FEATURING DR. IBRAM X. KENDI](#)

"Not everything that is faced can be changed, but nothing can be changed until it is faced."

James
Baldwin

[Join the Committee](#)