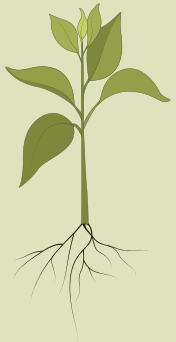
EQUITY CONTINUUM

	0 EXCLUSIVE/ IGNORE	1 PASSIVE/ INFORM	2 SYMBOLIC/ CONSULT	3 ACKNOWLEDGE/ INVOLVE	4 STRUCTURAL/ COLLABORATE	5 TRANSFORMED/ DEFER TO
	INEQUITY	DIVERSITY	DIVERSITY	DIVERSITY + INCLUSION	DIVERSITY + INCLUSION	DIVERISTY+ INCLUSION+ EQUITY
WHAT IT LOOKS LIKE IN PRACTICE	• Closed door meetings. • Lack of communication or misinformation. • Intentionally or unintentionally exclude community from decision-making process. • Intentionally or unintentionally perpetuate racism through policies and practices. • Maintains dominant group's power. • Job postings are only posted in certain hard to reach places, application is not available in multiple languages/or accessible, qualifications are based on education and exclude lived/living expertise	• Surveys and one-way feedback collected. Staff or board interprets data without further input from participants and changes reflect the priorities of those in power. Changes may or may not consider feedback. • Opportunities for engagement are limited to Q&A, focus groups, forums, etc. with no intention of shifting decisions that have already been made. • Community are excluded from the decision-making process in the way the process is designed or implemented. • Information is provided after decisions have already been made. • Structures, policies and practices are not examined –"business as usual" is maintained.	• A variety of feedback methods may be used, including focus groups, community advisory boards, committees, etc. Methods could include one-way feedback methods like surveys or comment cards or more interactive methods like involvement in working groups. Feedback and questions designed by staff & board not representative of community. • Communications to public includes racial diversity in photos or messaging without asking individuals about the impact on them (in photos or in messaging) and with little care for their input in broader decisions. • Intentionally or unintentionally a "club" organization that opens the door to a limited number of People Of Color or members from other social identity groups with the proper "credentials". Identities are used to benefit the organization or a group of people in power, and benefit is not distributed to community. • Intentionally or unintentionally limit participation in decision-making process to only those that have the proper "credentials". • Only engages on issues of diversity and inclusion with a select group of individuals. • Policies, practices and structures that promote the status quo are maintained (i.e. community advisory boards).	• Community organizing & advocacy. • Interactive workshops & forums with accessibility considerations. • Data driven inclusion of disproportionately impacted communities in decision-making. • Active and ongoing change in culture, policies and decision-making structures within the organization. • Develop intentional strategies and values aligned with anti-racism. • Improvement in staff and participatory diversity, but intentionally or unintentionally maintains institutional structures and culture that perpetuates white privilege (i.e. executive level staff are all from dominant social groups). • Staff and board design feedback process and objectives and meaningfully involve participants in that process. When critique, dissatisfaction, or desire is expressed by a significant portion of the group, efforts are made to understand and meet the needs, desires, and ideals of the group. • Interpretation, translation may be available for those who request it, or offered in just one language. Decision making processes are not fully accessible.	• Leadership development prioritizing individuals with lived and living experience and elevating People of Color and other disproportionately impacted social identity groups into leadership positions within the organization and decision making processes. • Restructures organization to allow for full participation of community, including their worldview, culture and lifestyles (i.e. some executive level staff are from disproportionately impacted social groups). • Implements structures, policies and practices with inclusive decision making and other forms of power sharing within some or all levels of the organization. • Community organizing & advocacy. • Organization is committed to and making progress toward Language Justice (allowing all individuals to participate in their language of choice) and accessibility.	• Anti-racist, multicultural and equitable organization that reflects full participation and shared power with diverse racial, cultural and economic groups who determine the organization's mission, structure, constituency, policies and practices. • Allies with community to combat all forms of social oppression. • Actively work to end systemic oppression within and outside of organization. • Organization fully practices Language Justice (allowing all individuals to participate in their language of choice) and accessibility.



COLORADO BLUEPRINT
TO END HUNGER

EQUITY CONTINUUM

	0 EXCLUSIVE/ IGNORE	1 PASSIVE/ INFORM	2 SYMBOLIC/ CONSULT	3 ACKNOWLEDGE/ INVOLVE	4 STRUCTURAL/ COLLABORATE	5 TRANSFORMED/ DEFER TO
	INEQUITY	**DIVERSITY**	**DIVERSITY**	**DIVERSITY + INCLUSION**	**DIVERSITY + INCLUSION**	**DIVERISTY+ INCLUSION+ EQUITY**
HOW SUCCESS IS DEFINED	• Racial and cultural differences perceived as deficits • Success is defined by those in power and maintains the status quo	• Success and failure defined by simple statistical performance (e.g. we hired x% of women; we have y% of Black, Latino and API participants; etc.)	• Success and failure are defined by those in power, with inclusion of those from diverse racial and cultural identities. When disagreement occurs, those in power make the final decision. • Programmatic evaluation includes quantitative numbers with little to no acknowledgement of impacts on people	• Success is defined through retention, trust and ongoing meaningful engagement. • Success is defined through ongoing revaluation of what is working and what needs improvement. • Programmatic evaluation includes qualitative experiences.	• Success is defined in partnership with community from disproportionately impacted social & identity groups. • Programatic evaluation includes social and emotional impacts on community beyond quantitative measures (i.e. measures focus on how the work is done, how many people are impacted and how people feel).	• Success is defined by treating groups of people differently based on historic injustices and present day barriers so everyone has true equality of opportunity. • Success is defined through organizational transformation that places People of Color and individuals from disproportionately impacted social groups in positions of leadership throughout the entire organization. • Programmatic evaluation measures are set by community served because staff & board include participants.
MESSAGE & IMPACT	**Your voice, needs and interests do not matter**	**Placation – we will keep you informed. Results in powerlessness and frustration.**	**Tokenization**	**Affirmation – we value your power and expertise and you are making us think and act differently.**	**Power – your expertise are critical to how we achieve equitable outcomes.**	**Ownership & leadership**

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