

**EQUITY  
IS  
A  
PERSONAL  
JOURNEY**

“You must be willing to be  
disturbed and be the  
disruptor.”

**“EQUITY IS WHO WE ARE AS MUCH AS WHAT WE DO.”**

***ROOTED IN IDEOLOGY***

**REFLECTED IN POLICIES & PRACTICES**

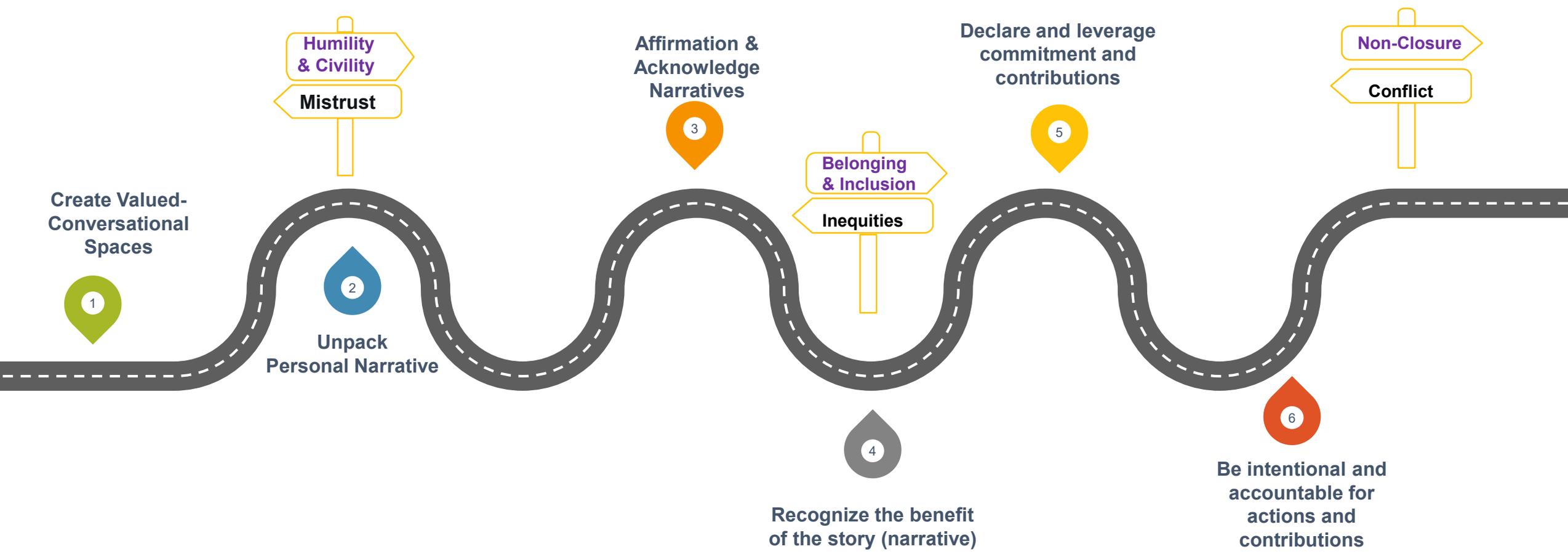
**SHAPED BY EXPERIENCES**

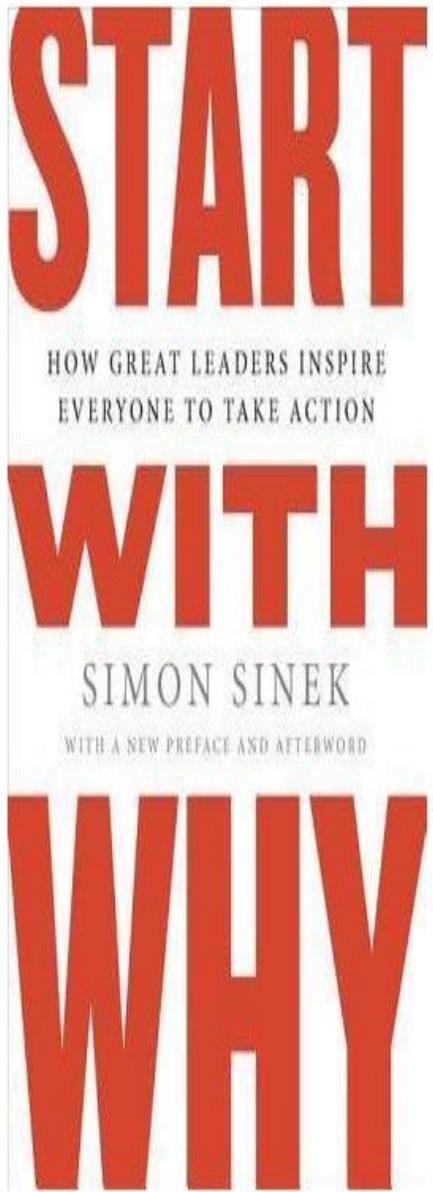
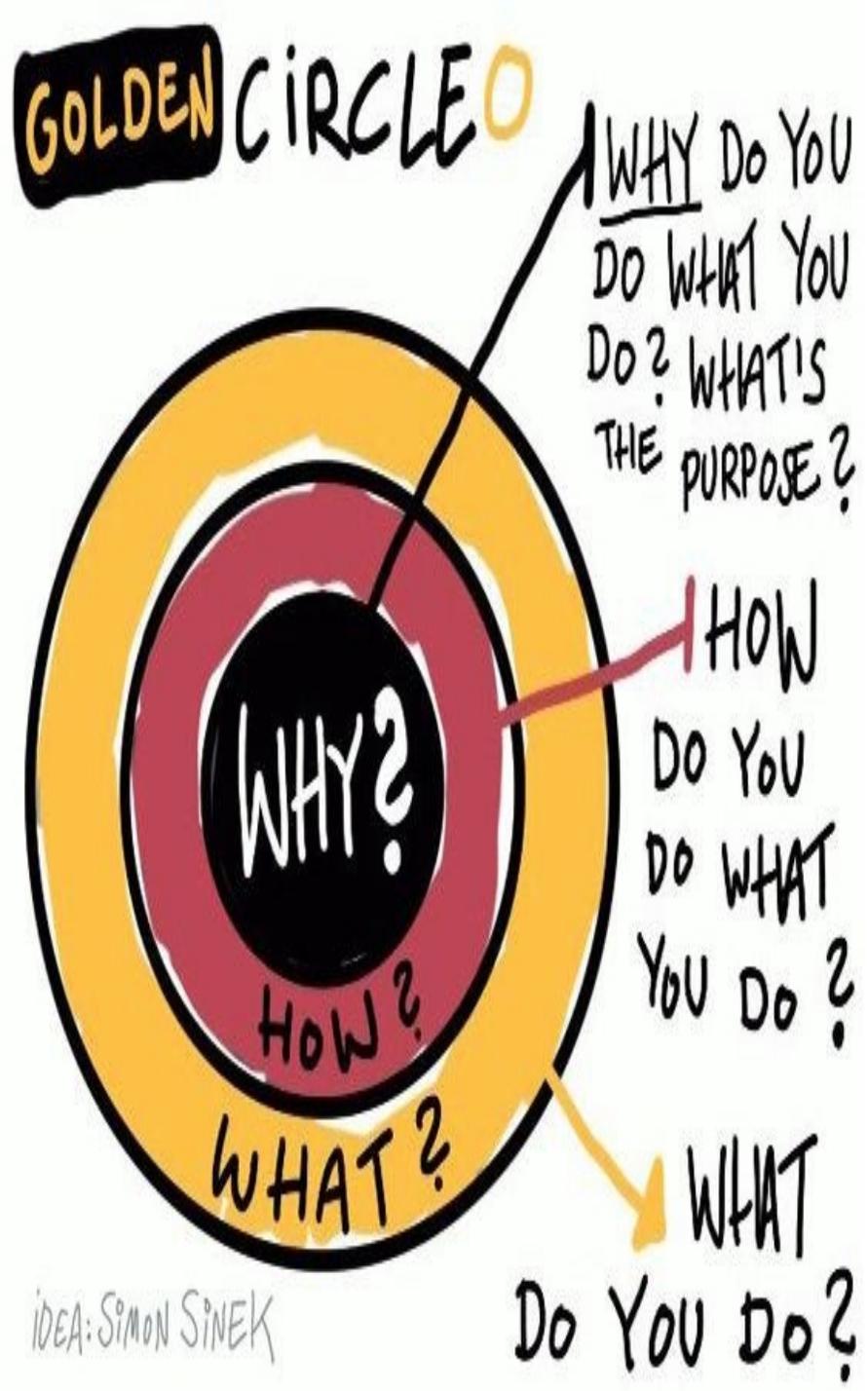
***ARRESTED BY FEAR AND COMPLICITY***

***LEVERAGED FOR EQUALITY***



# HONORING THE PERSONAL JOURNEY<sup>4</sup>





# Unpacking your *Equity Compass*

- Explore and examine why equity is important to you and your organization.
- Articulate your why to others.
- Understand how equity is centered in other people's lives.



**Candice D Maxwell** · 9/1/22

Dishonoring where someone is on their equity journey doesn't make you superior to them. It's really a sign that you are failing to exercise humility. It means that you believe your values, your beliefs, and ideologies to be of some higher moral standard than others.

[#centerequity](#)



**Candice D Maxwell**  
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It's also a choice to build coalitions across our collective diversity to decrease and eliminate inequities and redesign systems where justice, fairness, and access abounds.



**Dr. Candice Dowd Maxwell** (She/Her) ...  
Social Change Strategist & Equity Architect | Author of Shatter the System...  
2w · Edited ·

Diversity includes and affects all of us. To use diversity to divide people is, in fact, divisive. We are linked through our humanity and diversity is not about us and them, but all of us working together to center and advance equity. Otherwise, racism, discrimination, and the status quo prevails, fear wins, and society will remain in stuck patterns of learned biases about who we are and who we are to each other. We can do and be better, if we choose to.

# “THE DANGER OF THE SINGLE STORY”



“Stories matter. Many stories matter. Stories have been used to dispossess and to malign, but stories can also be used to empower and to humanize. Stories can break the dignity of a people, but stories can also repair that broken dignity.”

# EQUITY ECOSYSTEM

AN INTERCONNECTED NETWORK OF FOUR ELEMENTS DESIGNED BY INDIVIDUALS WILLING TO INTERRUPT, DECREASE, AND ELIMINATE SYSTEMIC AND STRUCTURAL BARRIERS, HARMFUL IDEOLOGIES, AND DISCRIMINATORY PRACTICES AND POLICIES THAT AFFECT MARGINALIZED, MINORITIZED, HISTORICALLY EXCLUDED AND DISADVANTAGED INDIVIDUALS AND GROUPS OF PEOPLE.



# EQUITY ECOSYSTEM



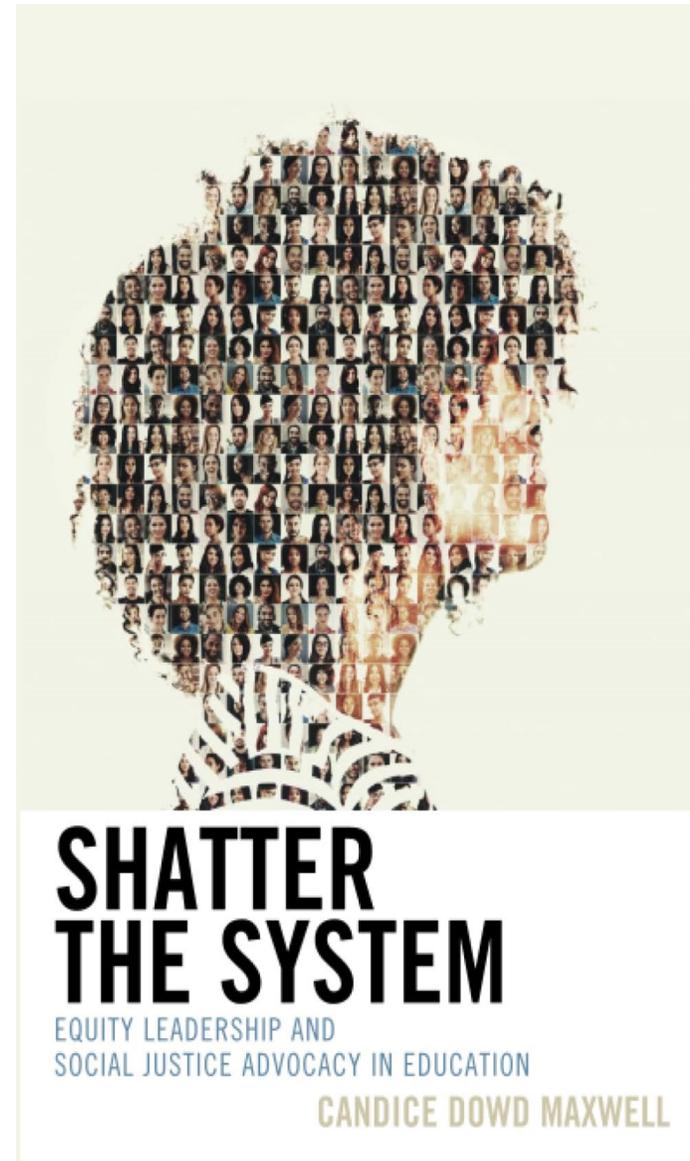
**Knowledge**—engaging in conversation, critiquing systems, examining inequities, developing critical consciousness, creating a common language, unpacking personal narratives, acknowledging the complexities of identities, and understanding and acknowledging the individual responsibility to influence change.

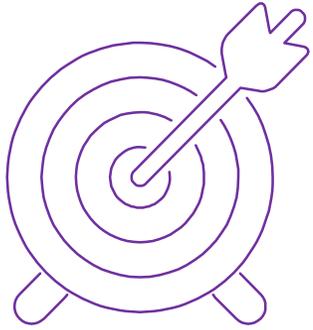
**Commitments and Practices**—declarations of support AND dedication to a cause or an activity to decrease and eliminate inequities. Develop actionable practices to advocate for change and correction. Benchmark these practices and actions for later accountability.

**Ethos**—the cultural conditioning that supports equity implementation and transformation even when the climate changes. The ethos is grounded in active listening, humility, empathy, and critical conversations.

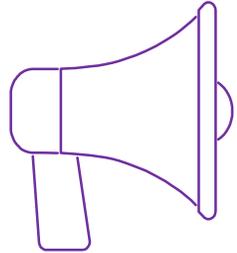
**Audits and Metrics**—progress monitoring checks and the evidence of transformative work that aligns with the mission, vision, and diagnosed inequities.

“Equity leadership is a personal journey of reflection and the leader must be willing to not only declare equity as a driving force but also demonstrate how equity is internalized and embedded in their personal beliefs and exemplified through their work.”

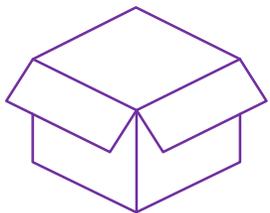




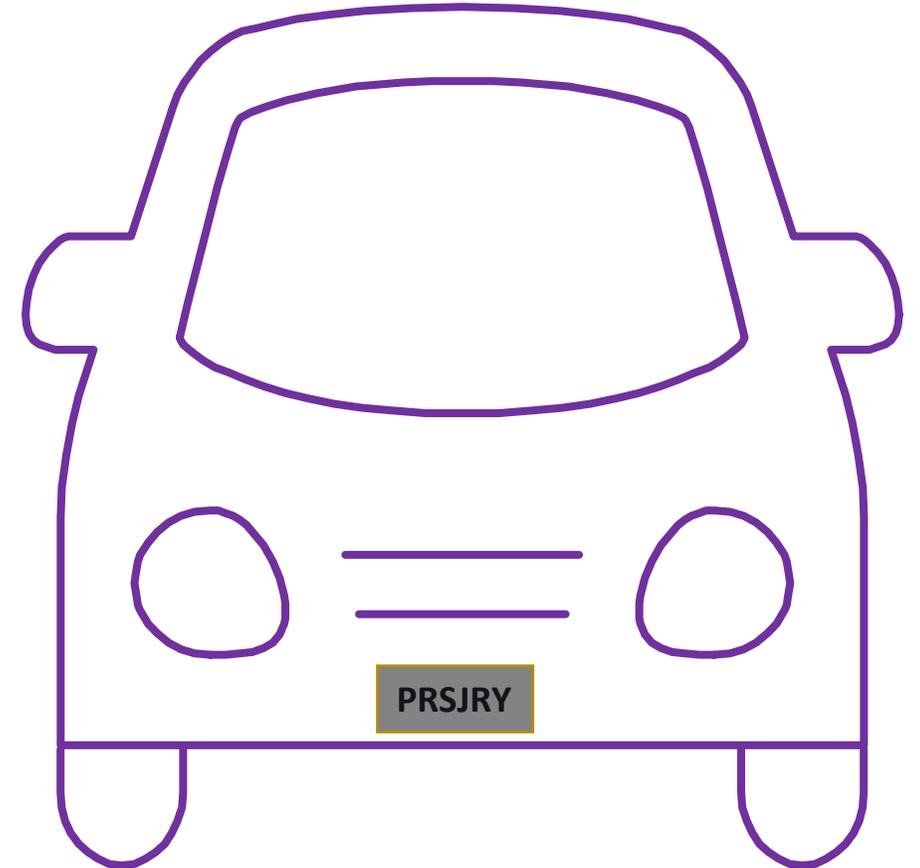
What's on **TARGET?**  
(Comments)

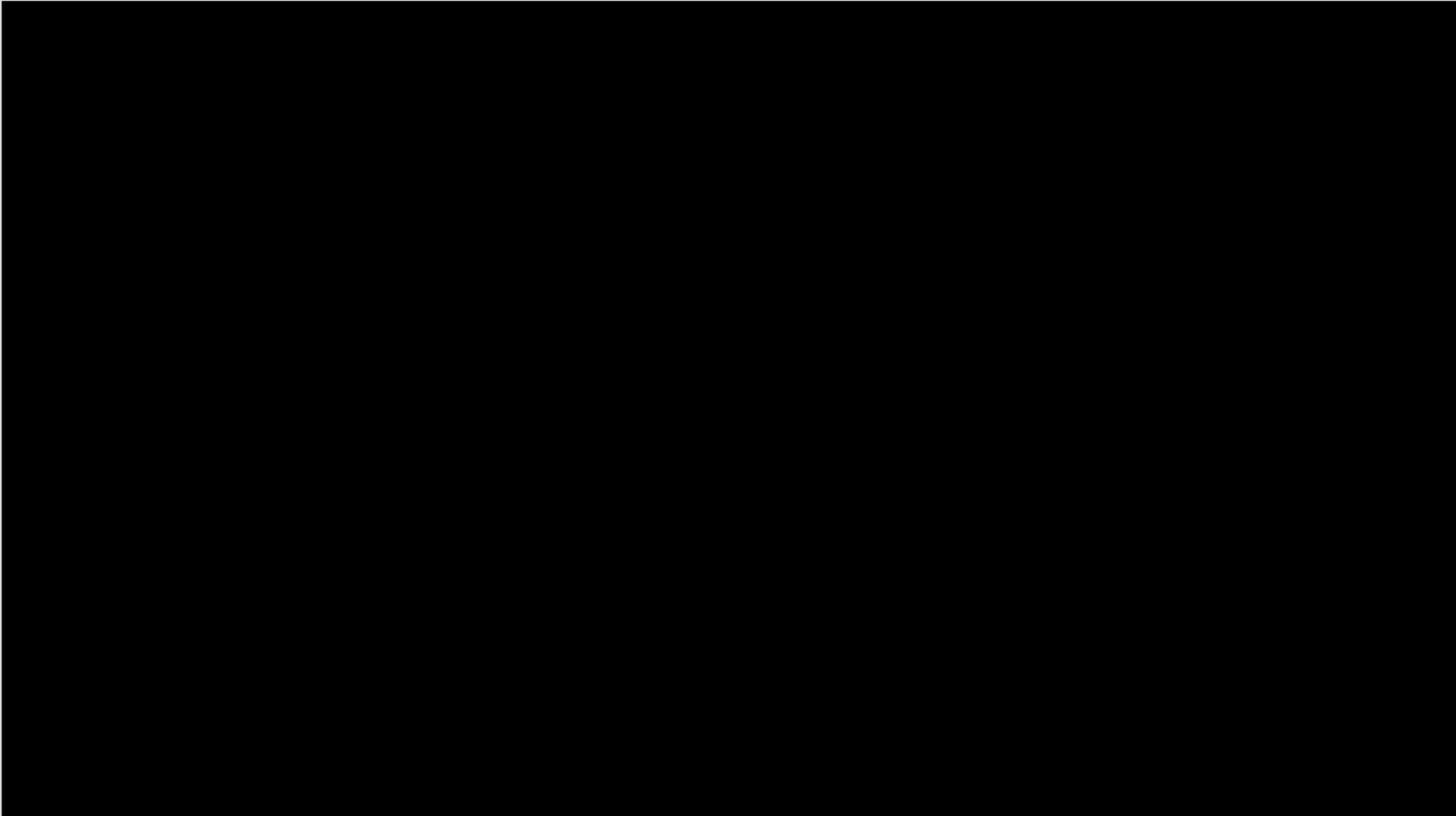


What can I **AMPLIFY?**  
(Clarifications)



What can I **UNPACK?**  
(Questions)





# Thanks!



## Connect with me at:

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