

P-16 COMMUNITY INVESTMENT DIVERSITY, EQUITY AND INCLUSION FRAMEWORK

The P-16 Community Investment diversity, equity and inclusion framework outlines the **principles that will help guide** the P-16 Community Investment team's grantmaking and ongoing collaboration with backbone organizations and their communities. It will also inform the P-16 Community Investment team's learning agenda and its work with partners who are supporting its P-16 strategy.

This framework is undergirded by the following definitions related to diversity, equity and inclusion:

- **Diversity** means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs or other ideologies. It is about understanding each other and moving beyond simple tolerance to embracing the rich dimensions of diversity contained within each individual. (University of Oregon)
- **Equity** is defined as “the state, quality or ideal of being just, impartial and fair.” The concept of equity is synonymous with fairness and justice. It is helpful to think of equity as not simply a desired state of affairs or a lofty value but as a structural and systemic concept. Achieving equity in our work is defined as closing gaps in education outcomes and opportunities by race/ethnicity and income.
- **Racial equity** is the systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone. All people are able to achieve their full potential in life, regardless of race, ethnicity or the community in which they live. Working towards racial equity means actively supporting efforts to dismantle racial and structural inequities that limit opportunities so that people from historically marginalized racial and ethnic communities can participate, prosper and reach their full potential.
- **Inclusion** is the action or state of including or of being included within a group or structure. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging. Inclusion creates an environment of involvement, respect and connection—where the richness of ideas, backgrounds and perspectives are harnessed to create value. (Global Diversity & Talent Strategies Pitney Bowes, Inc.)
- **Structural racism (or structural racialization)** is the racial bias across institutions and society. It describes the cumulative and compounding effects of an array of factors that systematically privilege white people and disadvantage people of color. Since the word “racism” often is understood as a conscious belief, “racialization” may be a better way to describe a process that does not require intentionality. Race equity expert John Powell writes: “‘Racialization’ connotes a process rather than a static event. It underscores the fluid and dynamic nature of race... ‘Structural racialization’ is a set of processes that may generate disparities or depress life outcomes without any racist actors.”
- **Targeted universalism** “rejects a blanket universal which is likely to be indifferent to the reality that different groups are situated differently relative to the institutions and resources of society. A targeted universal strategy is one that is inclusive of the needs of both the dominant and the marginal groups, but pays particular attention to the situation of the marginal group.” - John Powell, excerpted from [Post-Racialism or Targeted Universalism](#)

Unless otherwise noted, the definitions, principles and considerations in this framework have been adapted from the [Race, Equity and Inclusion Action Guide from the Annie E Casey Foundation](#)

Principles	Key Considerations
<p>1. The P-16 Community Investment team and its partners will make a focus on diversity, equity and inclusion one of the priorities for this initiative</p>	<p>Throughout this initiative, the P-16 Community Investment team and its partners will:</p> <ul style="list-style-type: none"> A. Agree to and operate with clear and common definitions of diversity, equity, racial equity, inclusion, structural racism and targeted universalism B. Identify and use shared language to present data, describe conditions and outcomes, and identify root causes of inequities C. Frame key learnings about equity and inclusion in P-16 communities and to optimize how the foundation works around: 1) shared values at stake, 2) the problem, 3) the hypothesis for the cause, 4) the solution and 5) the action needed D. Gather and use personal stories to illustrate systemic patterns of inequities impacted populations have experienced E. Project positive and shared values, such as advancing equitable access to opportunity, engaging in transparent communication about data, promoting belief in every child’s potential to achieve, ceding power to the community and using shared measures of success
<p>2. The P-16 Community Investment team and its partners will <u>thoughtfully</u> engage, support, and elevate the power and voices of populations impacted by this work, stakeholders and partners</p>	<p>As the P-16 Community Investment team members and its partners attend site visits, facilitate the grant making process, approve the grants, support the network of communities, manage knowledge and evaluate the impact of investments, they will:</p> <ul style="list-style-type: none"> A. Understand where the P-16 strategy within the five P-16 communities may not be inclusive of those most adversely affected by it B. Understand who is at risk of racial and/or socioeconomic barriers or bias, and/or exclusion from power in the implementation of P-16 strategies in the five communities <ul style="list-style-type: none"> + How are people, such students/families, local leaders, community members, etc. of different racial/ethnic and/or socioeconomic groups are differently situated or affected by the community’s P-16 efforts? C. Understand how to support and expand ways stakeholders most affected by the lack of a coherent and inclusive P-16 strategy have addressed the issue D. Probe for and identify P-16 leaders’ specific approaches (and gaps) for incorporating equitable and inclusive practices E. Require backbone organizations to examine how diverse communities and leaders are being engaged and supported to bring their power to the table to set priorities for P-16 efforts and shape the solutions and strategies F. Ensure engagements with P-16 communities (e.g., sites visits, network convenings), local P-16 leaders, on-the-ground partners, community members and families/students are inclusive, representative and authentic
<p>3. The P-16 Community Investment team and its partners will gather and analyze disaggregated data</p>	<p>As the P-16 Community Investment team and its partners collect data for evaluation, they will:</p> <ul style="list-style-type: none"> A. Include data that populations who have historically been underserved or under-represented have identified as important to gauging the progress of P-16 efforts B. Ask grantees to provide disaggregated data by race/ethnicity, gender, socioeconomic status, language and other demographic variables whenever such data are available

Principles	Key Considerations
	<ul style="list-style-type: none"> C. Use race/ethnicity, gender, socioeconomic status and/or language data as an integral part of informing strategies to improve implementation and outcomes of existing, effective P-16 systems D. Use disaggregated data about the impacts and outcomes of different P-16 efforts to inform the learning agenda for the P-16 Community Investment team
<p>4. The P-16 Community Investment team and its partners will aim to understand root causes of inequities based on race/ethnicity, gender, socioeconomic status and/or language and possible strategies for developing more equitable solutions</p>	<p>As the P-16 Community Investment team, the Steering Committee and its partners support grant implementation, they will:</p> <ul style="list-style-type: none"> A. Encourage backbone organizations to identify any inequities (race/ethnicity, gender socioeconomic status and/or language), barriers or negative outcomes involved in the current P-16 strategy and establish who is burdened most and who benefits most B. Partner with backbone organizations to identify the key causes or contributing factors to the current problems with the P-16 strategies tied to the investments they receive and explore strategies that could result in systemic change and advance equitable solutions C. Work with backbone organizations to identify unfair policies and/or practices contributing to inequities to the current P-16 strategy and explore specific changes in policy and/or practice that could help produce more equitable outcomes D. Support the backbone organization with exploring ways for those most adversely affected by issues related to the their community’s P-16 strategy be actively involved in solving it (e.g., during network convenings, technical assistance calls) E. Help backbone organizations identify disparities they want to eliminate, reduce or prevent F. Help backbone organization determine how to engage allies and supporters in its P-16 strategy
<p>5. The P-16 Community Investment team and its partners will examine the impact of key decisions and policies on equity and inclusion</p>	<p>As the P-16 Community Investment team, the Steering Committee and partners support grant implementation, they will:</p> <ul style="list-style-type: none"> A. Encourage backbone organizations to assess the actual or anticipated effect of proposed policies, institutional practices, programs, plans and/or budgetary decisions by asking the following questions: <ul style="list-style-type: none"> + Are all racial/ethnic and/or socioeconomic groups that are affected by the policy, practice or decision involved in the decision-making process? + How will the proposed policy, practice or decision affect each group? + How will the proposed policy, practice or decision be perceived by each group? + Does the policy, practice or decision worsen or ignore existing disparities? + Based on the above responses, what revisions are needed in the policy, practice or decision under discussion?