

# TCC Forum on Equity

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	<b>US</b>	<b>African American</b>	<b>American Indian</b>	<b>Asian/Pacific Islander</b>	<b>Hispanic</b>	<b>White</b>
<b>HEALTH:</b> Low Birth Weight (2014)	8%	12.8%	7.6%	8.1%	7.1%	7.0%
<b>ECONOMIC SECURITY:</b> Children in Poverty (2014)	22%	38%	36%	13%	32%	13%
<b>EDUCATION:</b> 4 <sup>th</sup> graders not proficient in reading (2015)	65%	82%	78%	47%	79%	54%
Source: Kids Count Data Book, 2016 <a href="http://www.aecf.org/2016db">www.aecf.org/2016db</a>						



# KEY TERMS / DEFINITIONS

- **Diversity** - The wide range of national, ethnic, racial and other backgrounds of U.S. residents and immigrants as social groupings, co-existing in American culture. The term is often used to include aspects of race, ethnicity, gender, sexual orientation, class and much more. (Source: Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builders Tool Kit)
- **Equality vs Equity** -- Equality refers to sameness, where everyone receives absolute equal treatment and resources. This, however, does not take into account the needs or the history of each individual and therefore equal treatment does not always result in equal experience. Sameness can often be used to maintain the dominant status quo. Instead, equity refers to fairness, where everyone gets what they need based on their individual needs and history. (Source: Adapted from multiple sources by the W.K. Kellogg Foundation)
- **Inclusion** -- Inclusion authentically brings traditionally excluded individuals and/or groups into processes, activities, and decision/policy making. (Source: Crossroads Charlotte Individual Initiative Scorecard for Organizations)
- **Structural Racism** -- A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with "whiteness" and disadvantages associated with "color" to endure and adapt over time. Structural racism is not something that a few people or institutions choose to practice. Instead, it has been a feature of the social, economic and political systems in which we all exist. (Source: The Aspen Institute)



# RESOURCES

- Center for Diversity and Innovation @ KCC
- WorldTrust Educational Services – RE Learning Modules
- [An Equity Profile of Battle Creek](#)
- [All In Cities Initiative Racial Equity Impact Assessment Tool](#)
- [Brooks Equity Typology – Organizational Assessment of Equity Capacity](#)  
(focused on health disparities)
- [GEAR \(Getting Equity Advocacy Results\)](#)
- [Aspen Institute Glossary of Terms](#)
- [WKKF Racial Equity Resource Guide](#)
- BC Vision Studies / Data – 269-719-8888 or [support@battlecreekvision.com](mailto:support@battlecreekvision.com)

