EDJE General Meeting Jan. 2021
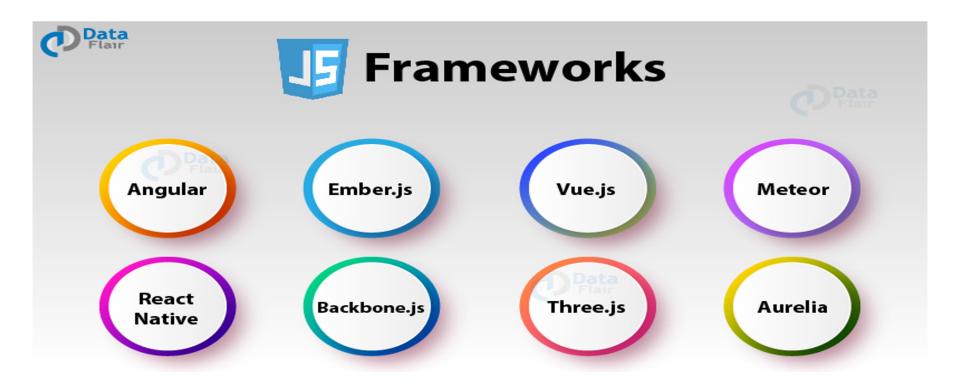# Designing Equity Equitably

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Another Tool in the Tool Box for Justice

AGENDA

- Group Logistics
- Activity #1: Reflect and Define
- Activity #2: From Here to There
- The Interlude: EquityXDesign
- Activity #3: Equity Check
- Closing Thoughts

The EDJE Framework is Fabulous But...

Activity #1: Reflect and Define

Each group should begin by choosing one troubling area of the EDJE framework to focus on and then consider the following questions:

- What are the specific challenges related to this area?
- If you have had failed efforts in this area, why do you think they were not successful?
- What are the power dynamics at play in this area?
- What assumptions might be at play?
- Can you identify one specific problem that has to be addressed to lay a foundation for success in this area?
- Write out your problem statement on the jamboard

Activity #2: From Here to There

Each group should draw/map/list on the Jamboard, the steps you would take to get from the situation of inequity reflected in your problem to a more equitable condition/s.

EquityXDesign: What's So Cool About It?

- It starts with the premise that inequitable systems are not accidental but made by design. If we can design inequity we can design equity and equitably.
- It's foundation is the human design process which moves through and among the following phases: Empathize, Define, Ideate, Prototype and Test.
- But it adds a layer onto this process by centering equity. The premise is that if the design process itself has no equity or too many equity weaknesses what emerges from it will also reflect these weaknesses.
- EquityXDesign foregrounds: historical context, radical inclusivity, and process as product

How do we design for equity equitably?

Designing for Equity Equitably

The (Human) Design Process

- **Empathize**
- **Define**
- **Ideate**
- **Prototype**
- **Test**

EquityX Design

- **Start with yourself**
- **Design at the margins**
- **Cede power**
- **Make the invisible visible**
- **Speak to the future**

The Value in the Framework

- It offers a systematic way of addressing systemic issues, and this makes both equity checks and evaluation more feasible.
- It reminds us to take some time to wrestle with how our biases and assumptions might be hidden in the process
- It's mostly flexible and adaptable

Activity #3: Equity Check Framework

- Using the EquityXDesign Principles, each group should reevaluate their processes, looking for any areas of weak equity or no equity in the process. List these insights on your jamboard.
- Return to Main Session: Share out, notice patterns, discuss insights