

Equity for All Arizonans

GREATER PHOENIX LEADERSHIP COMMUNITY TOWN HALL

October 30, 2023 – Online via Zoom

DEFINING EQUITY AND ITS IMPACT

We may recognize equity more in later life and understand the privilege we have compared to many others. We begin to see the factors, barriers and determinants that impact accessibility, health, life expectancy, and economic opportunity. The disparity of data between communities within a 30-minute drive of each other is startling. Data needs to be shared between agencies to find the distinct approach that will create equity, which is maximizing the potential of every person and group. We can create positive outcomes through programs that provide opportunities for the massive portion of people who do not have access to home ownership, rehabilitation after incarceration, essential health care services, healthy food, and other aspects of a decent quality of life.

OPTIMIZING EVERYONE'S POTENTIAL AND IMPROVING COMMUNITIES THROUGH EQUITABLE APPROACHES

There is immense value in health, stability, safe and healthy living, and the establishment of routines that lead people to a better life by providing home ownership. It is hard to talk about equity and democracy when you are in survival mode. There are opportunities everywhere in housing, transportation, equitable resources in rural Arizona, and being able to meet people where they are. There is a caution about the potential for this to be a polarizing topic, especially in today's environment. However, by listening and seeking to understand, and focusing on being the best version of ourselves in every conversation and every day. We can all find places in our work, personal, and community lives where equity needs to be addressed. Changing and reframing our messaging is very important. Think about our families and how we tailor our approach to each child. Equity, diversity, and inclusion have become formulaic, can have a negative connotation, and are considered by some as socialism. We must empower every voice to be heard. We get the best ideas and outcomes through interactive, diverse discussions.

NEXT STEPS AND ACTIONS

There has been collective engagement through public, private, and civic collaborations. Government does not seem to see equity as their responsibility, and certainly not alone. The call needs to go to NGOs (non-governmental organizations), corporations, and others to look at our processes especially as they pertain to accessibility to resources and services. Throw out the old if it is no longer effective and reinvent processes. The Native communities need to take responsibility for equity within their communities, particularly when they are not comfortable with outside intervention. It is hard to think about equity when you are isolated, struggling to provide clean water, food, and safe living conditions for your family. Educational opportunities that teach people critical thinking and the skills to take on complex problems are particularly important. The most important group to address these issues is *us*.

INDIVIDUAL COMMITMENTS TO ACTION

Recognizing that the power to change the future begins with each individual, participants committed to take personal actions based on their experience and discussions during the Greater Phoenix Leadership Community Town Hall. Below are individual actions that were shared.

I WILL...

- Challenge the Diversity, Equity, and Inclusion (DEI) statements of different organizations and people.
- Vote.
- Keep talking about equity. A helpful framework I have employed in previous work settings, from analyzing public policy to developing hiring practices - asking the question, "Who is left out? Who are we not reaching?" to identify equity issues that could be barriers to accessing opportunities and resources.
- Be more cognizant of opportunities to raise awareness of equity.
- Be more empathetic towards others who have diverse or opposing views when discussing sensitive topics and try to focus on commonalities.
- Continue working with the Greater Phoenix Equality Chamber of Commerce & the Human Relations Commission for the City of Phoenix. Simple conversations have the ability to change the world.
- Create new awareness, conversation, and opportunities around equity issues regardless of my career or industry.
- Explore project collaborations with anyone on this call.
- Continue to do the Braver Angels work.