

Franklin County Family and Children First Council (FC³)

Equity Pillar

Introductory Paragraph

We offer a framework where equity is braided into the core fabric of all of this agency's work. At Franklin County Family and Children First Council (FC³) this commitment manifests through intentional recruitment, staff development, and advocacy for the systems we collaborate with as well as the families and children we serve. Essential components of equity include diversity and inclusion which serve as tools aimed toward the ultimate goal of an authentically just society.

FC³ is on a journey to pursue equity with humility. Through ongoing professional learning in support of both personal and collective growth, we are an evolving organization. Our efforts aspire toward embedding equity at the center of all aspects of the agency's efforts.

Definitions and Shared Language

Equity

Every person receives whatever they need to develop their full human potential and to thrive, every day (Adapted from Elena Aguilar).

We believe:

- **Human potential** is inclusive of academic, social, emotional, professional, and interpersonal dimensions.
- **Equity** is when systematic barriers have been **bridged** and **dismantled**.
- **Equity** is not impartial.
- **Access** is providing opportunity to overcome barriers to provide intentionally designed opportunities, networks, resources, and supports for individuals furthest from opportunity.
- **Justice** is when systemic barriers have been **removed**.



(Shipow & Singh, 2020)

Image Disclaimer

Using a bent tree as a metaphor for inequality suggests that today's staggering levels of inequality are at some level natural and to be expected, however we understand there is nothing accidental about today's inequality, it is a reflection of intentional systems of oppression established in the past that continue today.

Definitions and Shared Language... Continued

Opportunity

Closing the gaps by reducing/eliminating the barriers (Pittman, 2017).

Access

The skillsets, mindsets, and content knowledge necessary to take advantage of opportunities once barriers are removed (Pittman, 2017).

Justice

Fixing the system to offer equal access to both tools and opportunities (Shipow & Singh, 2020).

Inclusion

Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power (racialequitytools.com).

Diversity

Diversity is the representation of, and respect for, people from different backgrounds and identities—including but not limited to race, culture, religion, socio-economic status, age, geographic area, sexual orientation and gender identification, language, learning style and physical appearance. It involves bringing different ideas, perspectives, lived experiences, talents, values and worldviews to the table to represent the broad variety of children, caregivers, educators and communities (adapted from PTA 2020).

Intersectionality

Individuals have individual identities that intersect in ways that impact how they are viewed, understood, and treated (Crenshaw, 2019).

How equity is operationalized within FC³

FC³ strives to bring this equity pillar in all aspects of our work both internally and externally, including in collaboration with partners, training, performance evaluations, services offered, and all those we work alongside.

Additional Equity Resources

- [National Equity Project](#)
- [National Equity Project Frameworks](#)
- [Karen Pittman From Inequality to Equity](#) (video)
- [What the Heck Does 'Equity' Mean?](#)
- [Cultural Proficiency Continuum](#)
- [Systemic Racism](#) (video)
- [Segregated by Design](#)