



Equity-focused



When we think of “equity” our brain may first replace the term with “equality.” However, the terms are not interchangeable. This graphic illustrates the distinction between the terms. While equality indicates the same resource for all, it does not result in everyone having the same opportunity for the desired outcome. Equity provides access to the desired outcome.



<https://www.youtube.com/watch?v=tZd4no4gZnc>

At Step By Step, it’s important for everyone working for the Agency, as well as receiving services from the Agency, to be their true full self. It’s within our mission to ensure **Step By Step is a safe place for everyone**. However, we all have implicit biases that creates blind spots in making assumptions about others. This can lead to inequity in inclusion and other opportunities. How does that impact you? How does that impact your co-worker or for the person you are providing services? It can re-traumatize or cause frequent mini-traumatic events. It can be devastating to our teams and services.

“Not everything that is faced can be changed,
but nothing can be changed until it is faced.”

— James Baldwin

Watch the video by Procter & Gamble. Note the transformation in the relationships by taking the time to hear, reveal, and eliminate implicit bias resulting in genuine connections.



<https://www.youtube.com/watch?v=YOMRcgxDkys>

It takes intentional and authentic connections with others to create an environment for everyone to be their true full self.

It takes intentional effort by warriors willing to seek, expose, and then work to right inequities. At times it may feel like just “being nice” is what is needed to connect with another person when **authentic connections actually happen when we are brave and have the respectful uncomfortable conversations.**



We are called to be Step By Step **JEDI Warriors** (Justice, Equity, Diversity, Inclusion): **stay engaged, be curious, listen deeply, speak our truth, co-create community, and practice self-care.**



#TREbit – STEP BY STEP JEDI WARRIOR I AM

When we have differences, we can build bridges by seeking to understand with an open mind and humility.