Pathways to Equity
"Diversity is a fact. Inclusion is a practice. Equity is the goal."

- Tonya Mosley

John S. Knight Stanford Journalism Fellow
Diversity

Diversity is broadly defined as a demographic mix of a specific collection of people, taking into account elements of human difference.

Source: D5 www.d5coalition.org
Inclusion is the practice of creating a greater sense of belonging to a community and providing the platform for diverse individuals to participate fully in decision-making processes.
Equity brings justice and fairness into a society in which all can participate, prosper, and reach their full potential.
Equality vs. Equity
The Role of Philanthropy
Foundations Focused on Equity

We believe in the inherent dignity of all people. But around the world, too many people are excluded from the political, economic, and social institutions that shape their lives.

- Ford Foundation
The Bay Area is the second most diverse region

Vallejo-Fairfield, CA: #1 (1.45)

Bay Area: #2 (1.38)

Portland-South Portland-Biddeford, ME: #150 (0.34)
Dealing with Rising Inequality

The Gini Coefficient in 2008-2012: Largest 150 Metros Ranked
Education is a Leveler, but Racial Gaps Remain

Median Hourly Wage by Educational Attainment and Race/Ethnicity, 2008-2012

- All
- White
- Black
- Latino
- Asian/Pacific Islander
- Other
Economic Benefits of Inclusion

A potential $117 billion per year GDP boost from racial equity

Actual GDP and Estimated GDP without Racial Gaps in Income, 2012

- GDP in 2012 (billions)
- GDP if racial gaps in income were eliminated (billions)

$360.4 billion

$477.4 billion

Equity Dividend:
$117 billion

Source: Bureau of Economic Analysis, Bureau of Labor Statistics, and IPUMS.
Our Focus

Racial and economic inclusion at a regional level of scale
GROWING RACIAL AND ECONOMIC EQUITY

EXPANDING ACCESS TO OPPORTUNITY

Increasing good jobs and safe, affordable housing

ANCHORING COMMUNITIES

Fostering strong communities that reflect the culture and identity of residents

NURTURING EQUITY MOVEMENTS

Building a strong political voice for all
GROWING RACIAL AND ECONOMIC EQUITY

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PEOPLE

NURTURING EQUITY MOVEMENTS

Building a strong political voice for all

PLACE

POWER

EQUITY
People

“A JOB IS SO MUCH MORE THAN A PAYCHECK. IT’S A DOOR BACK INTO SOCIETY.”

- Michael, REDF
“WE HAVE GAME CHANGING SOLUTIONS IN FRONT OF US AND THE WHOLE COMMUNITY COMING TOGETHER FOR THESE SOLUTIONS.”

- Amie Fishman, Non-Profit Housing Association of Northern California
“WHAT IS THE WORLD THAT YOU WANT, AND WHAT DO WE NEED TO DO TOGETHER TO GET THERE?”

- Suguey Hernandez, Mobilize the Immigrant Vote
Our Role

Resources

Connections

Knowledge

Credibility
Equity, Inclusion and Purpose
Built Communities