

Fakeequity— Talk with No Action

You think you're doing equity work but you're really passing off a project as equity and perpetuating the same power dynamics with no community accountability. Systems stay the same but you anticipate different results by having a "if I build it they will come" approach. Same shit, different label. You still hold the power and are selfish with sharing it. You take the easy road.

Potlucks and Fake Community Engagement

You host a "multicultural potluck," as a way of "increasing diversity" and then you wonder why no one but people you know show up. When you want "feedback" or "community engagement" you invite people to come to your meeting and you lecture at them for two hours, use stats and meaningless jargon, and give them comment cards to fill out as a way of gaining feedback and don't follow up.

Forks and Shoes

You are a Fork amongst Chopsticks. You go to their place and inconvenience your schedule because you think that is what they want but you hold onto your own customs and beliefs. You leave your shoes on and you ask for a fork instead of using chopsticks or your hands as is customary in other cultures. You think you're a badass because you go out of your way to attend some cultural events where you were the only person that looks like you. You still hold a lot of the power and do most of the talking.

Awareness Raisers — All the Talking

You go to their place, but you at least think ahead and ask if you can bring food. Congratulations you remember to take off your shoes and you mastered the chopsticks. However it is still your meeting and you do all of the talking and hardly any listening. You fail to follow up and there is little to no accountability.

Equity Brave

You practice equity in your work. You are thoughtful and gracious and speak up for those not at the meeting. You promote equity by telling people to stop talking to you and listen to the community. You work to change policies, procedures, and systems to be more inclusive and thoughtful, but you still hold onto your seat at the table. People seek you out for too many committees. You are very good looking.

Equity Champion

You play a supporting role and let communities (disproportionately impacted communities, communities of color, etc.) lead. You use your position and influence to encourage accountability to the community. You open doors for others who are the most impacted. You relinquish control and know the work isn't about you. Your work drives towards action— not just talking. You have a glow about you and you smell nice.