



## A CONTEXT & FRAMEWORK THAT EMPOWERS EVERYONE FOR FAIRNESS, UNITY & DIGNITY

*"We all are made of stories."*

### How Our Framework is Distinct from Other DEI/Implicit Bias Trainings

#### Why:

Our training and workshops revolve around a central principle. J.E.D. believes that the history of racial inequality and economic injustice in the United States has created continuing challenges for all Americans. More must be done to advance our collective goal of equal justice for all.

#### The Context We Give:

The collective history we learn in schools, institutions, and our memorials has not done justice to the legacy of slavery, lynching, and racial segregation. People of color are disproportionately marginalized, disadvantaged, and mistreated by a system that was designed to maintain this status quo.

#### Driven by Justice History and The Law:

J.E.D.'s engine to all its programs runs on the engine that traditional D.E.I.B., Implicit Bias training, and any Equity-based action plan must incorporate the history of racial injustice, the legal system, and the narratives that have sustained.

#### A Narrative Approach:

We recognize that traditional implicit bias training is a good foundation, but that institutions are looking for a way to address structural inequity and systemic biases. For-profits and non-profits have all come to realize this is a significant, and necessary evolutionary step if they are to be able to focus on and fulfill their institution's mission.

#### Design Your Own Equity, At Your Own Pace:

Learn your own with us through our asynchronous online classes, or partner with us for in-person workshops. J.E.D. enables people within an organization to address their institution's unique needs, leading to solutions to address equity in a proactive, rather than reactive way. Justice Equity Design recognizes that institutions, and the persons in them, are seeking to reconcile their past and present with a future in which diversity & inclusion work is in harmony with their own valued traditions.

### **Equity To Us:**

Equity (adj.), to us, is not a noun but an adjective. It describes, it adds; it is not a monolith. It does not prescribe but derived and is designed from within. On this principle, Justice Equity Design scales equality aspirations, and visions, to equity outcomes. We accomplish this through workshopping a language and history that is primarily educational, intellectual and not training.

Every one of our modules is informed by law, history, and institutional narratives, which we tailor to the institution to find a solution to homegrown equity problems, in the context of law and history knowledge.