



DESIGN YOUR OWN EQUITY

Why we exist

Justice Equity Design works with organizations to help them address the complex issues of race, diversity and equity. The focus is on enabling conversations based on the needs of the organization rather than providing a one-size-fits all model. The JED framework is a tool and a methodology that builds an understanding of individual and institutional bias. It provides participants with skills, techniques and solutions along with a creative space to consider how to use the organization's unique culture to develop an equitable path forward.

Our framework

What we teach:

- the difference between diversity and equity
- the difference between implicit bias and systemic bias.
- how the history of law and justice have an influence on everyday equity at the organization
- the power of narrative to reveal the afterlife of unjust laws and policies
- the value of going beyond binaries to designing deeper cultural equity design

How we teach:

All of JED's trainings, workshops, (online and in person) use a three-step approach to solving cultural equity problems:

- understanding essential words and concepts of diversity and equity work
- learning relevant, and often surprising, laws and history
- practicing the shifting of established narratives

What you will learn and achieve:

- confidence in discussing matters of diversity and equity
- historical context
- the ability to be proactive rather than reactive in either a fast moving or slowly developing racial crisis
- the value of a Cultural Equity Plan for the organization