



A Deep Dive into Equity and Community Engagement in Water Conservation

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Objectives

- Build awareness of institutionalized racism & other inequities with respect to water
- Build capacity to engage in dialogue about race and equity in your watershed and across the Urban Waters Learning Network
- Promote reflection about barriers to more inclusive engagement
- Inspire new energy and new ways of thinking



Photo: River Rally June 21-24, 2019, Cleveland, OH

Equity is both an outcome and a process.

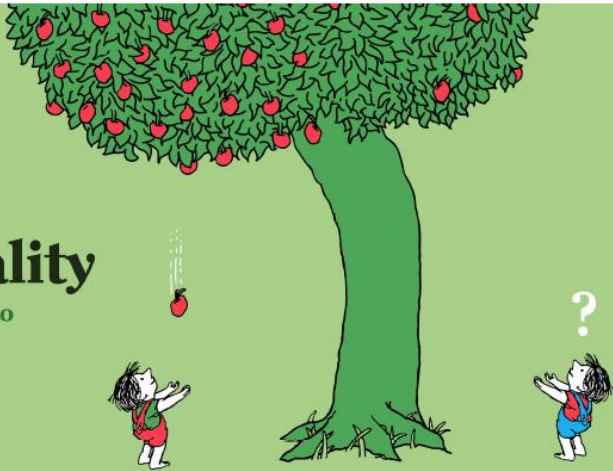
As an **outcome**, everyone has what they need to thrive, and race and socioeconomic status do not determine your success.

As a **process**, people who are most impacted by structural problems are actively engaged in coming up with solutions.



Inequality

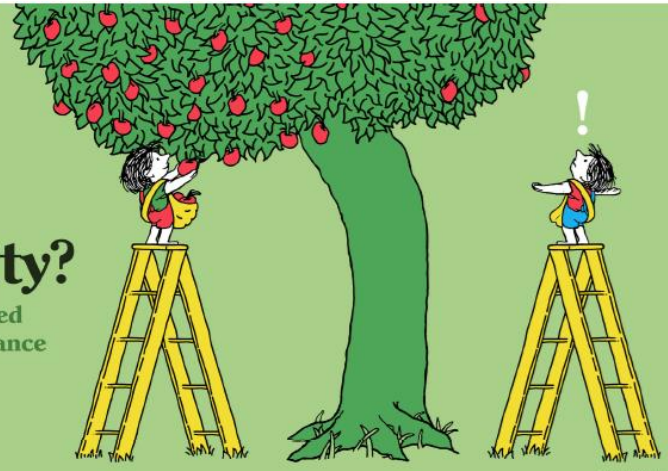
Unequal access to opportunities



By @blancherath
Based on the University of Guelph, Tree
for John Maxwell's 2010 Design in Tech Report

Equality?

Evenly distributed tools and assistance



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Equity

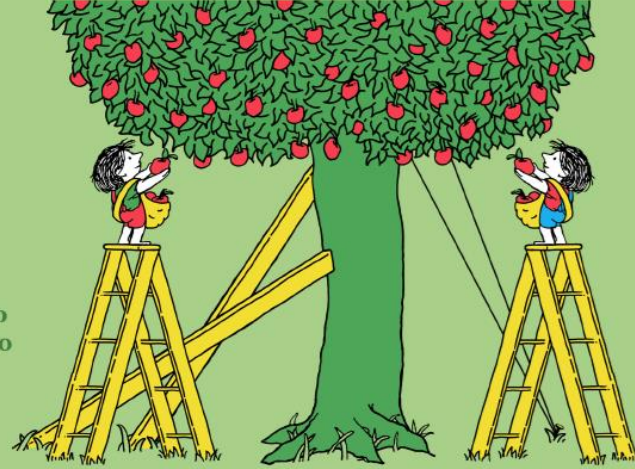
Custom tools that identify and address inequality



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Justice

Fixing the system to offer equal access to both tools and opportunities



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Based on the University of Guelph, Tree
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Why focus on race?

Race is the strongest predictor of access to water infrastructure and flooding resilience

Dig Deep & U.S. Water Alliance, 2019
CNT, 2018

Without an intentional focus on anti-racism, reductions in inequities on the basis of income, disability status, etc., often intensify racial disparities.

Race and economic status are deeply intertwined

Economic status is also a strong predictor of access to water infrastructure & resilience to flooding

Dig Deep & U.S. Water Alliance, 2019
Colorlines, 2018

Because of the history of racist policies in this country, people of color are disproportionately impacted by poverty.

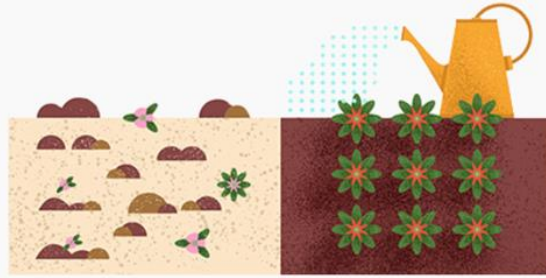


Racism

A system of power that benefits white people to the detriment of People of Color

Racism = Prejudice + Power

Any prejudice is hurtful at the personal level, but when a person has structural and institutional power in society, their acts of prejudice have much greater impact.



A Gardener's Tale by Dr. Camara Jones, US Center for Disease Control and Prevention

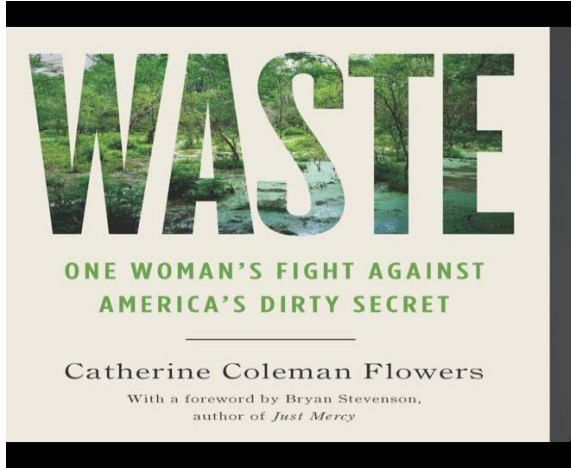
Institutionalized racism refers to the structures (policies, practices) that disproportionately benefit white people to the detriment of people of color.

Structural racism refers to a system in which different institutions, policies and cultural norms layer together in ways that structurally reinforce racial group inequity.



“What’s the matter?
It’s the same distance!”

Examples of Structural Racism



John Jackson, former mayor of White Hall, Ala., said that until the early 1980s, “we didn’t have anything — no running water, no inside bathrooms.”
Bryan Meltz for The New York Times



Cheryl Ball in her trailer home in Tyler, Ala. Ms. Ball can’t afford a septic tank, so she runs a plastic pipe that empties waste behind her property.
Bryan Meltz for The New York Times



Photo: Catherine Coleman Flowers

White Privilege

The societal advantage that comes with fitting into the norm of white culture in America. It makes life smoother and is automatically granted to white people irrespective of wealth, gender or other factors.

Dominant White Frame

A view of how things work in the US based on white dominant culture, e.g. how can “we” get more People of Color in “our” workforce or on “our” board

A Dominant White Frame



An Asian American Frame



Credit: Cathy Erway, Tastecooking.com

A Dominant White Frame



A Multicultural Anti-Racist Frame



Amara Community Engagement
Truth Teller Consulting
Reciprocity Consulting, LLC
Kagochi Consulting, LLC
Outside Perspective, LLC





THANK YOU

It takes **ALL OF US** to move this work forward!

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reciprocityconsulting.com

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