



City of
Golden

THE **EQUITY**
PROJECT_{LLC}
EQUITY · REDEFINED · ACTUALIZED.

BE THE CHANGE



Community Conversation and Listening
Session on Striving for Racial Equity

January 13, 2021

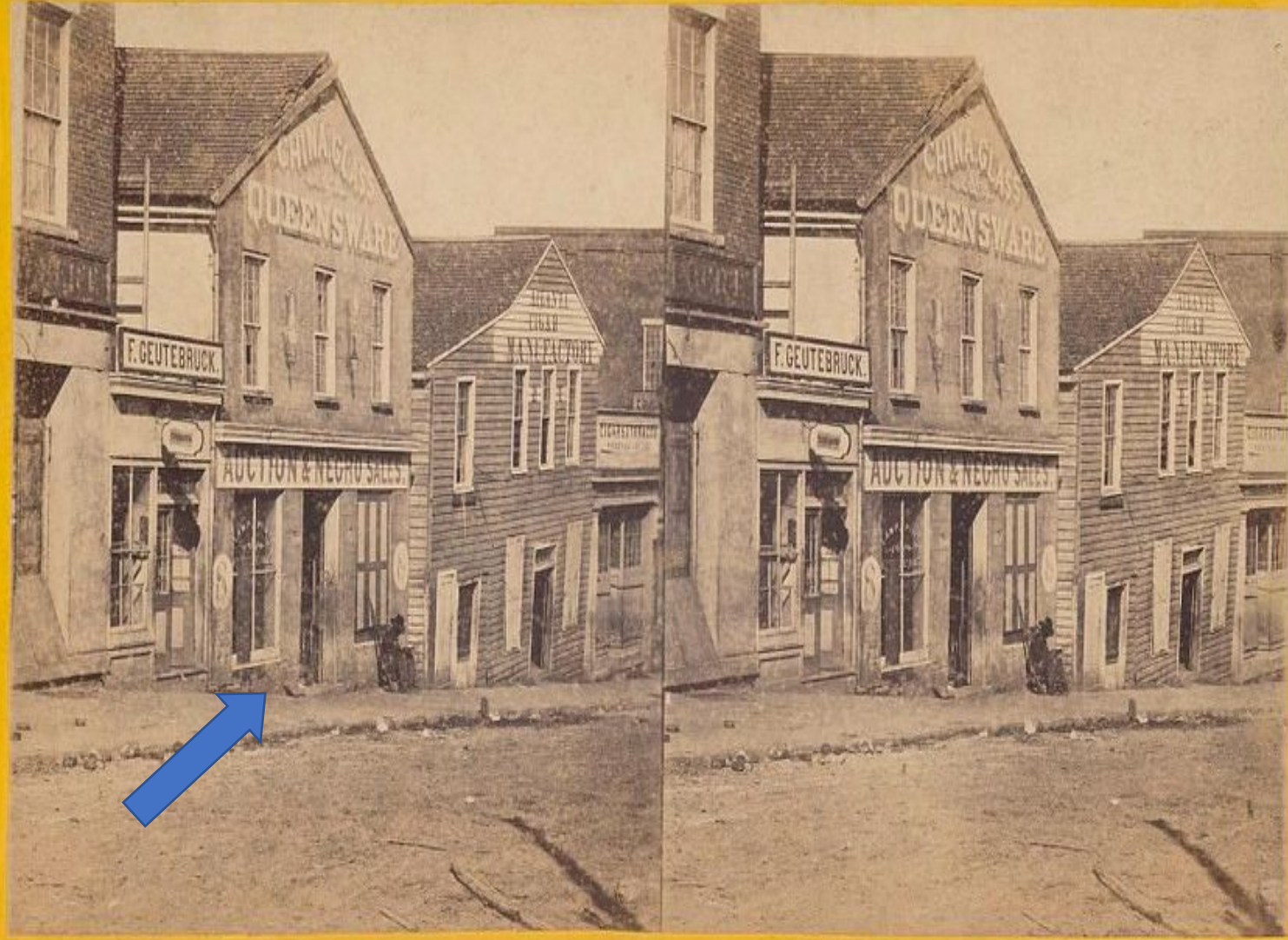
Why are we here
tonight?

**I'm sure glad the
hole isn't in our end...**



Why are we centered
on/leading with race?

PHOTOGRAPHIC HISTORY



THE WAR FOR THE UNION.

...sometimes it's even close to home

- This is my great-grandmother Mamie Jackson
- Her mother was born into slavery
- She was a domestic worker her entire life; working for generations of the same family
- Slavery wasn't that long ago



Start with this:

Let's understand **WHAT** we're doing...



Diversity



Inclusion



Equality



Equity



Racial Equity

Racial equity is defined as just and fair inclusion into a society in which all people, immaterial of their race or ethnicity, can participate, prosper, and reach their full potential.

It is about creating systems where everyone can thrive. People don't get the same things; they get what they need.



What are the **FENCES we
need to be working on
today?**

**Name “fences” (barriers in the system)
that need to be worked on in the City of
Golden**

In your opinion, what are the **priority areas** to focus on to advance racial equity in our communities?

What could City leaders **do that
would really make a difference
in advancing racial equity?**

**What would it take to more fully
engage **YOU** in the process of
advancing racial equity?**

“The goal in all of this is not perfection; its excellence.”

- The World According to Nita