

Equity for All Arizonans

GATEWAY COMMUNITY COLLEGE COMMUNITY TOWN HALL

September 19, 2023 – Phoenix, AZ

DEFINING EQUITY AND ITS IMPACT

Equity means creating a level playing field and giving people the resources and opportunities, they need to be successful. Equity and equality are distinct in the sense that equity requires deploying resources in a manner that is tailored to each individual's needs and takes into account where they are starting from. Not all people have the same resources. Sometimes, equity means meeting people where they are.

Everyone has been impacted by equity both personally and professionally. We are part of a support system in which “we lift as we climb.” Examples of equity include providing financial support, educational opportunities, and other tools and resources to individuals who need them to achieve their personal and professional goals. As a specific example, a student who needed additional support to develop their math skills might benefit from a unique form of instruction.

OPTIMIZING EVERYONE'S POTENTIAL AND IMPROVING COMMUNITIES THROUGH EQUITABLE APPROACHES

Adopting an equitable approach to allocating resources and opportunities is important for purposes of establishing a solid foundation for people and communities. Different people and communities require different types and amounts of resources, including infrastructure, housing, healthcare, employment, and educational opportunities. By responding to these unique needs, we can optimize overall benefits for our state.

Schools and other educational organizations offer powerful opportunities to promote equity. Employers and community organizations also have important roles to play. In striving for an equitable approach, it is important not only to be inclusive, but also to give people a sense of belonging. When individuals benefit from equitable opportunities and know they belong, they are more likely to participate in creating equitable opportunities for others, which benefits the community as a whole.

NEXT STEPS AND ACTIONS

Many different stakeholders have important roles to play in taking action to adopt an equitable approach to allocating resources and opportunities. For example:

1. Our governor, mayors, and other local leaders should gather data about the needs of individuals, local communities, and our state.
2. Business leaders, leaders in the religious community, and leaders of community organizations should cooperate to champion equity in their communities.
3. Parents and students should communicate their concerns and priorities regarding creating equitable opportunities in education, and they should partner with education leaders and teachers to make those opportunities a priority.
4. Citizens need to be actively engaged in advocacy to create equitable opportunities for all.

INDIVIDUAL COMMITMENTS TO ACTION

Recognizing that the power to change the future begins with each individual, participants committed to take personal actions based on their experience and discussions during the Gateway Community College Community Town Hall. Below are individual actions that were shared.

I WILL...

- Be more involved in advocating for myself and my community.
- Be more confident in what I need.
- When I am able to give back, I will make sure that my community is taken care of with the things they lack.
- Network with Arizona Town Hall to give more young people the opportunity to learn the importance of getting involved in their local communities so that they can create their voice to enter their ideas.
- Be the resource for the next generation coming up after us.
- Be more active in our community and be vocal on our opinions.
- Become the richest man on earth, first trillionaire. And donate all my money to the needy.
- Commit to being a role model for others so that they can reach out to me whenever they need help.
- Learn about opportunities that help students and youth and give them the same opportunities that I have.
- Advocate for myself and others.
- Teach the importance and difference of equity and equality to my community.
- Continue to advocate for equity by informing peers about the many resources available to them.
- Take steps toward ensuring equity and equality in the current programs I oversee for the city.
- Take the opportunity to help others become the best versions of themselves.
- Be more aware of my surroundings, willing to step up and take a chance.
- Make people feel more welcome.
- Find 2-3 non-profits and our government affiliated group to get involved in within this next year.
- Advocate for myself and others in hopes to create a change to include others.
- I will grow and become aware in situations that involve my community.
- Lend a helping hand when I can and advocate for myself and my community.
- Vote for a leader that can help close the divide.
- Be open to opportunities and change my own life. Being supportive is also a big one as well.
- Be more involved and practice advocating for myself and my community.
- Show up and give back to my community by being an ear for everyone who needs support.
- Write and call my local representatives since they represent me and my voice to a greater audience.
- Attend community events and learn more about what is happening around my communities.
- Spread the word about the topic of equity and encourage others to talk about it.
- Be the resource for the next generation.

- Inform friends and family about the many opportunities that I believe will benefit them.
- Do more research on equity to have a better understanding of the topic and better help in advising others about the topic.
- Share information with others that might benefit them.
- Take risks for personal and professional growth.
- Commit to speaking up when I need help.
- Participate in more town halls to voice my opinions.
- Take a deeper look into the bills we vote for and how they impact our communities.
- Do more to learn about equity and the best way to apply it to underrepresented communities.