

# Cultural Competency: Equality is not Equity

**Presented by:**

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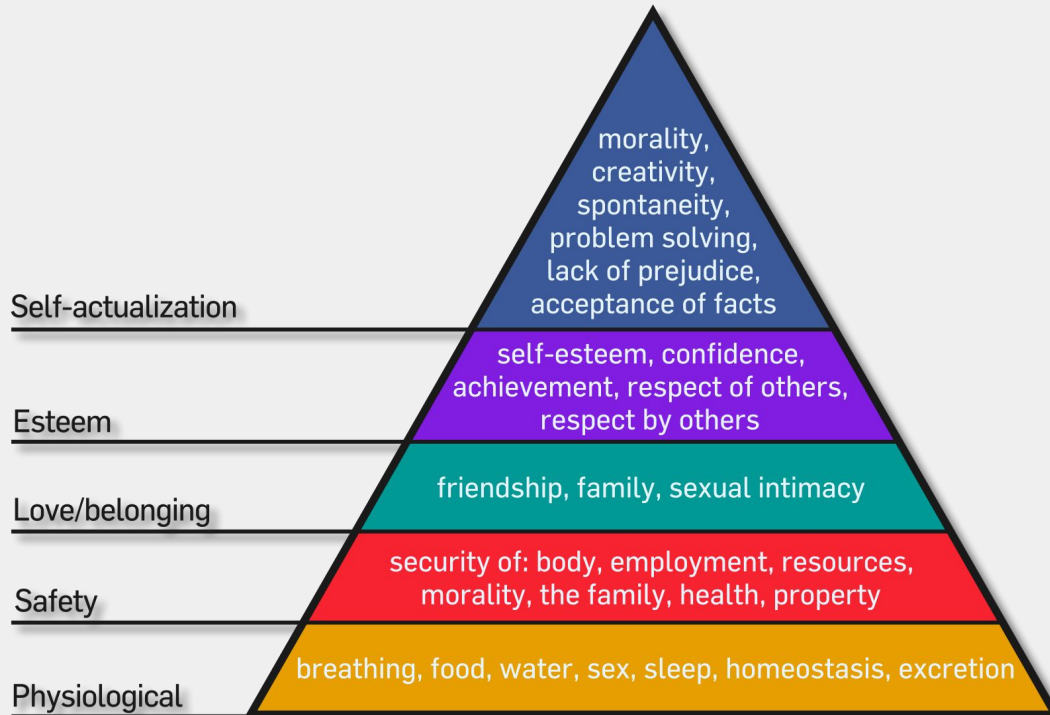
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*Dr. Ebony M. Anderson* is an educational outreach and professional development expert. She has taught undergraduate studies for over a decade in the community college sector and is currently a graduate professor at Trine University in the College of Business and Technology. Dr. Ebony has years of executive leadership experience and conducted scholarly published writings to contribute to the auto and technological industry. Dr. Ebony recently graduated, obtaining her Doctoral degree in Strategy and Innovation in Business Administration. As the current Associate Dean of Student Engagement and Retention, her passion and purpose at Gateway Community College is grounded in creating strategy and access to promote equity and inclusion for all in Higher Education; and to develop employee competencies that cultivate an enriched and holistic working environment.

Her life's philosophy is grounded in serving others to reach their highest and best selves while standing in their personal truth.



# Maslow's Hierarchy of Needs



(Maslow, 1943)

# Case Study: Self-Reflection of Your Equity Scale

There are 5 groups of friends that enter a room. Group 1 of friends belong to the self actualization category. Group 2 of friends belong to the esteem category. Group 3 of friends belong to the belonging category. Group 4 of friends belong to the safety category and Group 5 of friends belong to the physiological category.

Group 1 enters the space first, then follows Group 2, Group 3, Group 4, and lastly Group 5. About 10 minutes later, a doctor and social worker walks into the room and asks you, “who should we serve first”?

How do you respond?

# Let's Talk Facts

If you want facts and stats about poverty's impacts on Arizona's high school students, consult Google. What you need instead is the voice of a recent high school graduate I'll call "Annabelle."

Please listen to her closely and carefully. In her voice, you'll hear the echo of more than 300,000 other voices of Arizona students living in poverty.

## School is hard. Poverty makes it harder

*School is a hard thing for many students, but how hard is it for students in poverty? I can't answer that question for every impoverished student, but I can tell you my experience of how poverty has affected me, my education and my family.*

<https://www.azcentral.com/story/opinion/op-ed/2021/08/22/arizona-teen-describe-s-student-life-poverty/8146900002/>

<chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.sosaznetwork.org/wp-content/uploads/2022/05/Equity-Report-Final-42922-.pdf>



-  AZ ranks 49th in teacher salary
-  AZ is last in the nation in per-student spending
-  AZ spends \$5900 less per child than the national median
-  AZ classrooms are the 2nd most crowded in the nation
-  AZ has the highest teacher turnover in the nation
-  AZ K12 funding is extremely inequitable, and funding cuts hit children of color, students in poverty, and rural students the hardest
-  AZ does not fund full-day kindergarten; those funds have to be swept from elsewhere

# What is Equality?

Equality is the state of being equal, especially in status, rights and opportunities. Equality means each individual or group of people is given the same resources and opportunities, regardless of their circumstances. In social and racial justice movements, equality can actually increase inequities in communities as not every group of people needs the same resources or opportunities allocated to them in order to thrive.

*<https://unitedwaynca.org/blog/what-is-equality/>*

# Is Equity Radical?

Equity, means everyone is provided with resources specific to their needs to be successful. Equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.

*<https://www.nacweb.org/about-us/equity-definition>*

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# Understand Microaggressions

**“Brief and commonplace daily verbal, behavioral and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults to the target person or group”** (Sue, Capodilupo, Torino, Bucceri, Holder, Nadal, et al., 2007, p.273)

Microaggressions **can target any marginalized group identity**, such as race, socioeconomic class, gender, religion, sexuality, nationality, immigration status, ability, etc.

# Self Awareness

Self-awareness is your ability to perceive and understand the things that make you who you are as an individual, including your personality, actions, values, beliefs, emotions, and thoughts. Essentially, it is a psychological state in which the self becomes the focus of attention.

While self-awareness is central to your identity, it is not something you are acutely focused on at every moment of every day. Instead, self-awareness becomes woven into the fabric of who you are and emerges at different points depending on the situation and your personality.

*<https://www.verywellmind.com/what-is-self-awareness-2795023>*

# How can we apply these understandings to both Student and Academic Affairs?

- ❖ **Break down silos**
- ❖ **Collect data quarterly to gage the needs of the students through the student life cycle**
- ❖ **Understand your college's definition of diversity and diverse student populations**

***Questions and Feedback?!***

**Contact me:**

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Thank you

# References

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