

### **the work of equity and justice:**

a member of an oppressed/targeted group in our society who works to dismantle any form of oppression which targets them

### **roles of targets of oppression organizing for equity and justice:**

1. to move beyond merely challenging individuals to focus their efforts on organizational, institutional and structural transformation by targeting policies, practices, and procedures to create equity.
  2. to organize and educate other targets in order to provide accountable leadership for movements working towards equity and justice.
  3. to heal from and be held accountable by other targets for manifestations of internalized inferiority.
  4. to utilize agents as allies, providing leadership and accountability.
  5. to be accountable to a strategy & vision of equity and justice.
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### **being a strategic ally for equity and justice:**

a member of a dominant/privileged group in our society who works to dismantle any form of oppression from which they receive the benefit.

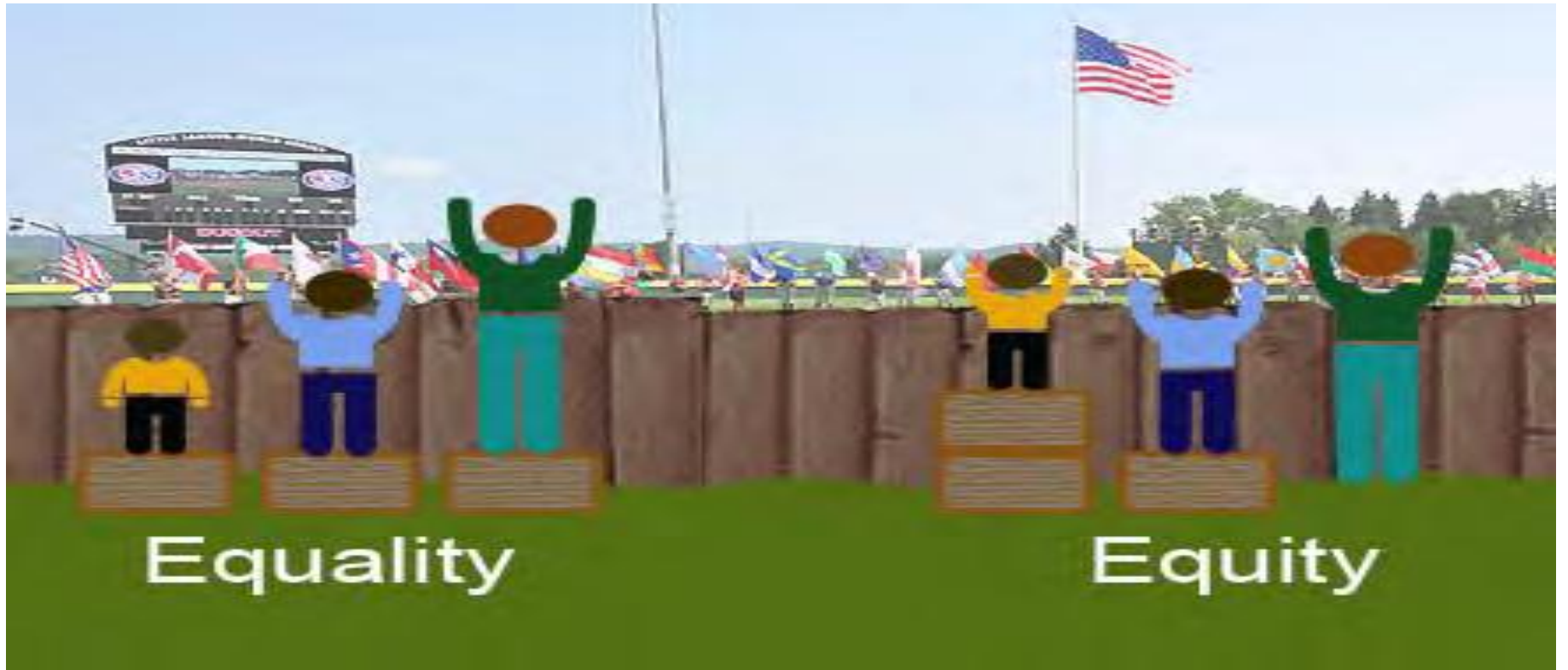
Adapted from "Interrupting the Cycle of Oppression: The Role of Allies as Agents of Change" by Andrea Ayvazian

### **roles of agents of oppression organizing for equity and justice:**

1. to move beyond merely challenging individuals to focus their efforts on organizational, institutional and structural transformation by targeting policies, practices, and procedures to create equity.
2. to honor the leadership of target communities and be accountable for actions and inactions.
3. to heal from and be held accountable for manifestations of internalized superiority.
4. to organize and educate other agents towards accountable allyship, centering our mutual interest.
5. to be accountable to a strategy & vision of equity and justice.

by scott winn (2012)

privileged/agent group oppressed/target group oppression



Equality

Equity