ALIGNING VISION WITH REALITY: ADDRESSING THE TENSION BETWEEN EQUALITY UNDER THE LAW AND GOALS OF ACHIEVING RACIAL EQUITY
Objectives

- Welcome/Introductions
- Role of Administrative Enforcement Agencies
- Anti-Discrimination Law (Federal, State and Local)
- Equality v. Equity
- Equality v. Equity Exercise
Learning Agreements

- **Open-mindedness**: Listen to and respect all points of view.
- **Acceptance**: Suspend judgment as best you can.
- **Curiosity**: Seek to understand rather than persuade.
- **Discovery**: Question assumptions, look for new insights.
- **Sincerity**: Speak from your heart and personal experience.
- **Brevity**: Go for honesty and depth but don’t go on and on.
Role of Administrative Agencies

- Investigating civil rights violations, redressing instances of discrimination, and providing guidance to individuals and businesses about their rights and responsibilities under the law.
Equality v. Equality

- What do we mean when we talk about equality versus equity?
Anti-Discrimination Law

- What is illegal discrimination?
- How do you prove illegal discrimination?
Questions?

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