Equity is ensuring that everyone starts from the same place and gets what they need to enjoy full and healthy lives. It requires creating, supporting and sustaining social impact, and honest assessments of power, resources, strategies, conditions, habits and outcomes. Neither is this work straightforward, nor is the path to equity linear – much like a game of Snakes and Ladders.

The Snakes and Ladders of Equity in Philanthropy simulates a giving journey and paints a picture of what equity successes and failures might look like across the strategy, implementation, and nurturing stages. In ways, it compels us, as a sector, to visualize, practice and pursue the challenges we’re asking others to undertake to build an equitable world.

Instructions

Begin by ‘learning’ and situate yourself on the equity board, one step at a time. Every step is progress, but some steps will help you climb ladders while some may land you a snake. When that happens, pause and re-assess, as every misstep is an opportunity to learn!

References


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