PUBLIC EQUITY GROUP

Advancing equity inside and out

Philanthropy Network Greater Philadelphia | 2022 SPARX Conference

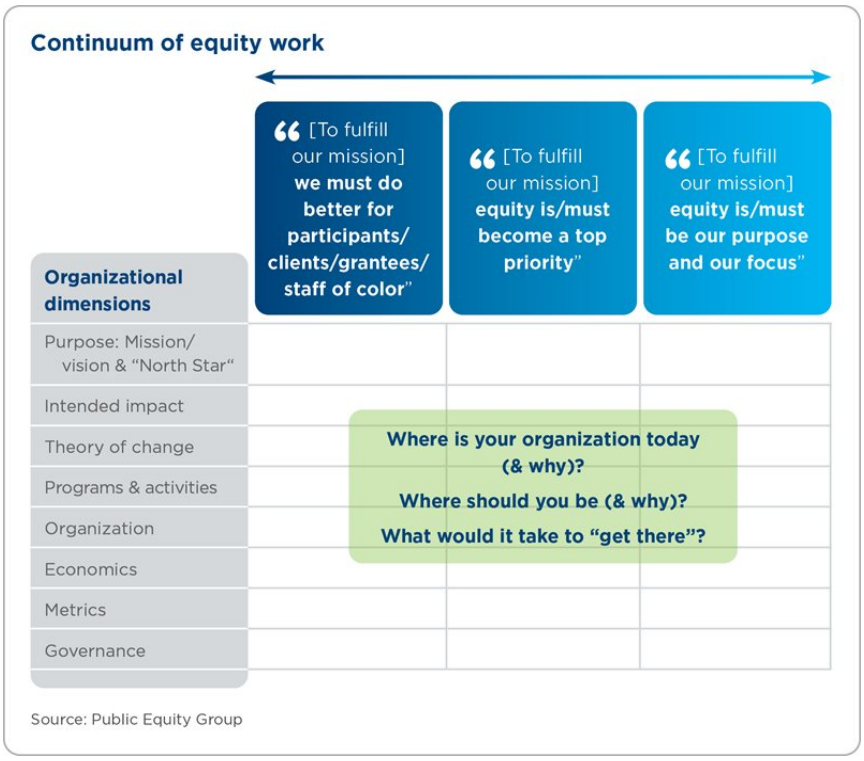
Pre-read Materials from Public Equity Group

October 25, 2022

Drawing on a decade of work with clients and partners, Public Equity Group (PEG) developed the *Equity Continuum*, a framework to help organizations map and plan a unique equity journey. The continuum identifies three different stages along a possible equity journey and aligns them to core organizational dimensions.

The Equity Continuum has been highlighted in an article by The Bridgespan Group, which offers an overview of the framework and includes the visual seen here.

PEG believes that there is no universally "right" starting point, and both internal and external work will be necessary. An organization can begin with any of the dimensions, but will need to consider them all and, over time, return to each to understand the scale of progress made.



A key organizational component that does not appear in the Bridgespan article is culture. The importance of culture to sustaining organizational equity efforts is outlined in Creating a Culture of Equity, by Advancing Health Equity (an initiative of the University of Chicago and the Robert Wood Johnson Foundation).

In advance of the conference, take a few minutes to consider where your organization sits along the continuum for each of the dimensions listed above (+ culture). During the conference session (10/25 3pm ET), principals from PEG will lead an exercise to help your organization take stock and consider the journey ahead. You are welcome to learn more about the Equity Continuum here.