

## United Way of Coastal and Western Connecticut Social Equity Council Grant Helpful Definitions for Applicants

**ALICE® (Asset Limited, Income Constrained, Employed):** ALICE is a data-driven tool for identifying the basic cost of living in a given community based on the household basics like food, housing, transportation, child care, and more. ALICE households make more than the federal poverty level but below the basic cost of living (i.e. the ALICE threshold). ALICE Household Survival for Fairfield County is attached.

**Access:** Giving equitable access to everyone along the continuum of human ability and experience

**Cultural Competency:** An ongoing process of learning about the patterns of behavior, beliefs, language, values, and customs of specific groups.

**Cultural Humility:** An ongoing process of self-exploration and self-critique, combined with a willingness to learn from others.

**Disproportionately Impact Areas (DIAs):** DIAs are census tracts in the state that have either a historical conviction rate for drug-related offenses greater than one-tenth, or an unemployment rate greater than ten percent, as determined annually by the Social Equity Council. 2022 Recommended DIAs are available [here](#).

**Diversity:** Psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles.<sup>1</sup>

**Equity:** The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.<sup>2</sup>

**Fiscal Sponsor/Agent:** A third-party organization that handles various financial and administrative duties on behalf of another organization or collaborative.

### History of the War on Drugs:

The modern drug war began with a symbolic address to the nation by President Richard Nixon on June 17, 1971.

In October 1986, President Reagan signed the Anti-Drug Abuse Act of 1986, which appropriated \$1.7 billion to fight the drug war. The bill also created mandatory minimum penalties for drug offenses, which are increasingly criticized for promoting significant racial disparities in the prison population because of the differences in sentencing for crack and powder cocaine. Possession of crack, which is cheaper, results in a harsher sentence; the majority of crack users are lower income.

Studies show from the outset that drug laws were implemented with a stark racial bias, leading to unprecedented levels of mass incarceration for Black and brown men. As recently as 2018, Black men were nearly six times more likely than white men to be locked up in state or federal correctional facilities, according to the U.S. Justice Department. Researchers have long

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<sup>1</sup> Equity in the Center, Awake to Woke to Work, <https://equityinthecenter.org/aww/>

<sup>2</sup> Equity in the Center, Awake to Woke to Work, <https://equityinthecenter.org/aww/>

concluded the pattern has far-reaching impacts on Black families, making it harder to find employment and housing, while also preventing many people of color with drug records from voting.

**Inclusion:** The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate and bring their full, authentic selves to work. An inclusive and welcoming climate embraces differences and offers respect in the words/actions/thoughts of all people.<sup>3</sup>

**Power:** The ability to define or change situations. Power can manifest as personal or collective self-determination. Power is the ability to influence others to believe or adopt similar values that those in power desire.<sup>4</sup>

**Race Equity Lens:** The process of paying disciplined attention to race and ethnicity while analyzing problems, looking for solutions, and defining success. A race equity lens critiques a “race neutral” approach (which does not “see race”), arguing that not naming and being explicit about race perpetuates systems of disadvantage in that it prevents structural racism from being acknowledged. The application of a race equity lens helps to illuminate disparate outcomes, patterns of disadvantage, and root causes.<sup>1</sup>

**Racial Justice:** The systemic, fair treatment of people of all races resulting in equitable opportunities and outcomes for everyone. All people can achieve their full potential in life, regardless of race, ethnicity, or the community in which they live. A racial justice framework can move us from a reactive posture to a more powerful, proactive, and even preventative approach.<sup>5</sup>

**Racial Privilege:** Race-based advantages and preferential treatment based on skin color (often experienced without any conscious effort or awareness).<sup>6</sup>

**Racism:** A system of advantage and oppression based on race. A way of organizing society based on dominance and subordination based on race. Racism penetrates every aspect of personal, cultural, and institutional life. It includes prejudice against people of color, as well as exclusion, discrimination against, suspicion of, and fear and hate of people of color.<sup>7</sup>

**Social Equity Council:** Established by [Public Act 21-1](#), the [Social Equity Council](#) (SEC) will promote and encourage the full participation in the cannabis industry by people from communities disproportionately harmed by cannabis prohibition.

**Structural racism:** The arrangement of institutional, interpersonal, historical, and cultural dynamics in a way that consistently produces advantages for whites and chronic adverse outcomes for people of color. It illuminates that racism exists without the presence of individual actors because it is systemically embedded.<sup>8</sup>

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<sup>3</sup> Equity in the Center, Awake to Woke to Work, <https://equityinthecenter.org/aww/>

<sup>4</sup> United Way Worldwide, Glossary, <https://equity.unitedway.org/resources-tools/glossary>

<sup>5</sup> United Way Worldwide, Glossary, <https://equity.unitedway.org/resources-tools/glossary>

<sup>6</sup> United Way Worldwide, Glossary, <https://equity.unitedway.org/resources-tools/glossary>

<sup>7</sup> Equity in the Center, Awake to Woke to Work, <https://equityinthecenter.org/aww/>

<sup>8</sup> Equity in the Center, Awake to Woke to Work, <https://equityinthecenter.org/aww/>