

Talking About Equity is Inherently Political



Zena Consulting
Founder / Owner

Our firm focuses on diversity and inclusion but not always equity. Why? The first is a data point. The second is a process. Equity is fundamentally tied to values, systems, economics, and politics. While diversity and inclusion may improve equity, this isn't always a goal, or viable, for smaller clients.

Embracing Diversity of Opinions is a Skill

DEI is a vast, complex topic that's not limited to race, gender, or any single issue. There's a lot of attention now on neuro-diversity, but what about 'diversity of thought'? Both are invisible differences.

The latter is key to preventing or resolving conflict, and understanding other aspects of DEI, especially when politics are involved. These are learnable, transferable skills.



"If There's One Thing I Can't Stand It's Intolerance"

As *Visual Capitalist's* chart on (Pew Research) [America's Political Divide From 1994-2017](#) shows, we used to reach across the aisle more easily. Listening and staying neutral when faced with opposing views requires patience, critical thinking, and curiosity. Can we appreciate discourse again?

In 2016, David Blankenhorn, Bill Doherty, and David Lapp wanted to see if Americans could disagree respectfully- and maybe even find common ground. Inspired by Abraham Lincoln's speech about '*better angels*' the group hosted a *Red/Blue Workshop*. It was so popular, they launched a non-profit, known today as **Braver Angels**, (see EVENTS.)

Learn how to improve your tolerance skills at work with this checklist: [Agreeing Without Being Disagreeable](#).

EVENTS

Braver Angels

Braver Angels is a national movement to bridge the partisan divide. Equally balanced between conservatives and progressives at every level of leadership- in communities, on college campuses, in the media, and in the halls of political power.

Most EVENTS are free and open to the public. Join [here](#).

Feb 11, (online and recurring) Red/Blue Workshop

Join Red (conservative or Republican-leaning) and Blue (liberal or Democratic-leaning) citizens for moderated activities and structured discussions that reduce stereotyped thinking, clarify disagreements, build relationships and find common ground through listening and learning rather than declaring and debating. 9:00-12:30 PST. Register [here](#).

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