

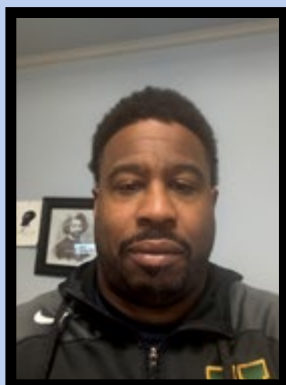
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*“Our ability to reach unity in diversity will be the beauty and the test of our civilization”*

- Mahatma Gandhi

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## PARTICIPANT SPOTLIGHT

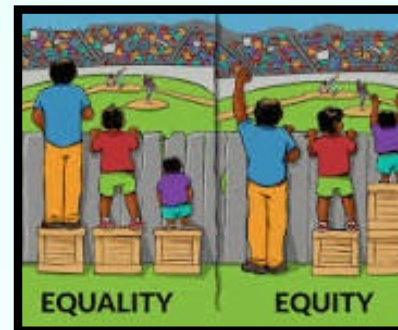


**TESFA STEWART**

Tesfa Stewart is a revolutionary educator who joined P-CoC to be a voice for the voiceless. As a dedicated martial artist and a lifelong student of the world, Tesfa tries to bring a unique perspective and relentless passion to everything He can do. Deeply committed to the people He cares about, Tesfa strives to make a positive impact on the community and beyond. Tesfa’s mission is to continue helping marginalized individuals, ensuring they receive the support and representation they deserve

## RACIAL EQUALITY VS RACIAL EQUITY

Equality is an inherently ambiguous and slippery concept, because it can refer to something broad and capacious or to something narrow and precise. In general, however, and especially in the legal context, it refers to equal treatment—the idea that law and government should treat people the same irrespective of their identity or status.



To understand why it means this, we have to understand that for most of human history, going back to the Code of Hammurabi several millennia ago, most written legal codes explicitly discriminated between individuals depending upon their status—whether they were a slave, a commoner or an aristocrat, or whether they were a woman, a man or a child.

So, for any particular crime, the penalty would be greater if the victim was an aristocrat and less if they were a commoner, and even less if they were a slave. Similarly, the penalty would be greater if the victim was a man instead of a woman or a child. And, similarly, the penalty would be greater if the criminal defendant was a slave or a commoner than if they were an aristocrat or a “superior” (in the language of the code of Hammurabi).

Thus, the idea of “equal protection of law” is essentially constitutionalizing and encoding the idea that the law must formally treat all persons the same, irrespective of their race, gender, or other identity or status. That’s what the framers of the 14th Amendment appear to have meant in the Equal Protection Clause, which states that no state can “deny to any person within its jurisdiction the equal protection of the laws.”

At some point, however, feminists, disability rights advocates, and racial justice advocates (among others) realized that merely treating people the same, in some circumstances, can result in unfairness. In some cases, special accommodations or differential treatment may be required to achieve fairness and justice. This is where the idea of equity comes in.

One of the first places where the term gained ground and acceptance was in the school funding battles of the 1980s and 1990s. After the US Supreme Court ruled in *San Antonio v. Rodriguez* that local and state funding formulas that afforded different per-pupil expenditures between districts did not violate the US Constitution, advocates moved the fight to state courts and brought claims under state laws. One of the things they recognized was that in order to have true equality of opportunity in education, in some cases the state or local government would have to spend more on disadvantaged students.

To make the matter concrete: if a state spends equally \$10,000 per student per year, but some students attend highly advantaged school districts flush with extracurricular assets, wealthy parents and donors, and low levels of poverty, whereas other students attend highly disadvantaged schools with high levels of student poverty, food insecurity, and fewer extracurricular or community assets, then simply spending the same amount is unlikely to produce true equality of opportunity.

You can extrapolate this example to other contexts: health care, housing, transportation, and so forth. The basic idea is simple: additional resources or support may be needed to help disadvantaged populations, and this goes beyond the concept of formally equal treatment.

Source : <https://belonging.berkeley.edu/equity-vs-equality-whats-difference>



# P-COC POINTS

AUGUST 2024 || VOLUME 5 NUMBER 8

## ANNOUNCEMENTS

### Annual Dues

Friendly Reminder: To P-CoC Advisory Board, Council, and Consultant Participants\*\*

Dues Due July 31st

This is just a gentle reminder that our participant dues are due by July 31. If you haven't had a chance to pay yet, we kindly ask you to do so soon.

Thank you for being a valued supporter of such an incredible endeavor and much-needed work!

To make it easy, you can pay your dues by visiting the link below:

Links: <https://www.p-coc.org/dues>

## RECENT EVENTS

### Under the theme "Bringing Humanness into Humanity" of the Community Outreach Committee, P-CoC presents "Ethnicity Jazz Swing for Seniors."

#### Community Outreach Committee

The program, co-sponsored by the Music Performance Trust Fund, featured a Nonet Jazz concert for seniors. On July 22nd, the Earotica Nonet Jazz performed for elderly residents at Cabrini of Westchester in Dobbs Ferry, a distinguished elder care facility recognized for its leadership, trust, and compassion. With locations in both Westchester County and New York City, Cabrini of Westchester, sponsored by the Missionary Sisters of the Sacred Heart of Jesus, is a voluntary, not-for-profit organization that offers various programs and services promoting independence, dignity, and well-being.

Links: <https://www.cabrini-eldercare.org/>

### Under the theme "Know Rights and Facts" of the Support and Advocacy Committee, P-CoC presents a lecture on the "Dynamics of Racialized Ethnicities in Demographic Identity."

#### Support and Advocacy Committee

On Wednesday, July 17th, Dr. D-L Y Lang explored the factors contributing to and perpetuating discriminatory practices, with a specific focus on the classification of our demographic identity. The discussion also addressed the catch-22 effect of maintaining or removing "White" as an ethnicity in our current demographic identity section. You can explore the fully refined and comprehensive recording of the lecture by visiting the link below.

Links: [https://youtu.be/owj\\_TPGwiIQ](https://youtu.be/owj_TPGwiIQ)



## HAILS AND WAILS

### Social Circle Gathering

Relishing a delightful moment at a social circle gathering with a distinguished patron of P-CoC and one of S.A.L.T. awardees.

### P-CoC Inc Mission

A professional charity society laser-focused on race and color equity for persons of color, supporting ethnicity, cultural expression, fair treatment, and education for all

Contact PR Team at: [pcorelations@pccoc.org](mailto:pcorelations@pccoc.org)

[www.p-coc.org](http://www.p-coc.org) – Social Platforms

