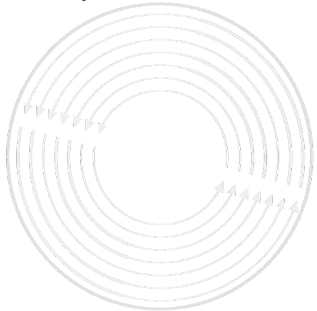


EQUITY EMPOWERMENT CONTINUUM

The Equity Empowerment Continuum (EEC) (Reed, 2025) provides a framework to navigate and assess progress toward fairness and justice.

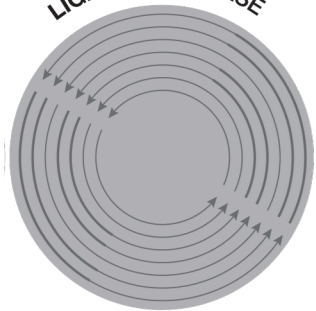
WHITE PHASE



WHITE PHASE

The white phase reflects deliberate resistance to change, with actions that "dial back progress" or ignore disparities, often dismantling gains toward inclusion and fairness.

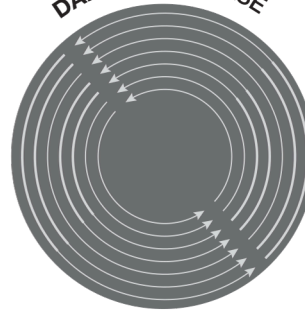
LIGHT GRAY PHASE



LIGHT GRAY PHASE

The light gray phase shows surface-level engagement, marked by performative allyship and symbolic gestures that fail to address systemic barriers or create lasting change.

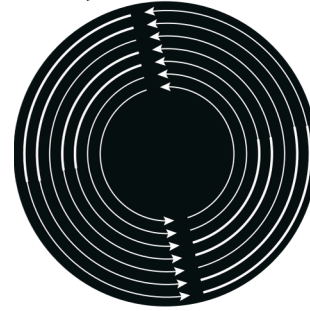
DARK GRAY PHASE



DARK GRAY PHASE

The dark gray phase marks intentional action, where leaders use ICE-T—identity, context, experiences, and timing—and their spheres of influence to build accountability and foster collaboration, aligning actions with values to dismantle barriers.

BLACK PHASE



BLACK PHASE

The black phase embodies systemic justice, where progress is embedded and endures beyond leadership. Rare but aspirational, it guides ongoing efforts toward justice.