

Transactional vs. Transformational

<p>Transactional equity efforts (most often rewarded, often exist in isolation to other ways of being, based on dominant culture)*</p>	<p>Transformative equity efforts (less rewarded / often punished, based on multiple perspectives, includes the best of transactional, within a transformational frame)</p>
<p>Overly focused on structure (policies, budgets, procedures, etc.)</p> <p>Values economic, structural</p>	<p>Focuses on the whole: scope of work includes environmental, structural, organizational, and individual</p> <p>Values the environmental, social, political, and spiritual</p>
<p>Exchange-focused: 'this for that, that for this'</p>	<p>Relationship- and systems-focused</p>
<p>Tends to singularly value linear thinking</p>	<p>Requires systemic and circular-based thinking and planning (linear thinking occurs within this)</p>
<p>Focuses on maintaining usual flow of operations and the status quo</p>	<p>Focuses on challenging the status quo, and innovating operations and procedures that address equity</p>
<p>Power analysis mostly ignored, power held by a few, and decision-making mechanisms not transparent</p>	<p>Requires a power analysis to effectively plan, engage multiple voices, in the analysis and seeks transparency of decisions and related mechanisms</p>
<p>Present-focused</p>	<p>Future, past, and present-focused, while also focusing on the relationships amongst the three</p>
<p>Tends to be more reactive</p>	<p>Emphasizes the proactive, while prepping for what is needed to be reactive</p>

Not concerned with necessary fundamental shifts to meet equity-based outcomes	Seeks to fundamentally shift structures, processes, procedures necessary to equity-based outcomes
Prioritizes day-to-day tasks	Prioritizes creating the conditions, structures, culture to ensure equity-based outcomes and processes
Individually-focused	Group- and collective-focused
Driven by outputs (things that can be counted)	Driven by outcomes, defined by communities affected by inequities and by collective health research
Not concerned with centering indigenous histories, paradigms, and realities	Seeks to center and uplift indigenous histories, paradigms, and realities
Success defined by what the organization sets as successful	Success defined by equity-based outcomes and what is best for all living systems
Usually does not center belonging, coliberation, and collective health	Seeks to center on belonging, coliberation, and collective health for all living systems

*not an exhaustive list, working draft