Our Equity at Work model is designed to support organizations as they commit to diversity, equity, and inclusion practices among all stakeholders. In order to effectively inspire partner organizations towards this exploration, we start by understanding the current conditions, aspirations, and values of the diverse families in their community. The below chart illustrates how families’ experiences differ as a function of their resource capacity. The values continuum is meant to be customized to account for socio-economic, race, ethnicity, immigration status, and family composition differences.

**CONTINUUM USER GUIDE**

*Beloved Community believes that people change systems.*

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**CONTINUA:**
List of continua created and provided by Beloved Community

- **EMPLOYEE EXPERIENCES CONTINUUM**
  This continuum is used with organizations to examine their strengths and weaknesses in regards to their approach to various domains that relate to employee’s experiences.

- **URBAN FAMILY EXPERIENCES CONTINUUM**
  This continuum is used with organizations to examine their strengths and weaknesses in regards to their approach to various domains that relate to urban family experiences.

- **RURAL FAMILY EXPERIENCES CONTINUUM**
  This continuum is used with organizations to examine their strengths and weaknesses in regards to their approach to various domains that relate to rural family experiences.

- **PLANNED PARENTHOOD GULF COAST FAMILY**
  This continuum is used with organizations to examine their strengths and weaknesses in regards to their approach to working with families along the Gulf Coast and in Southeastern Louisiana.

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**STEPS:**
How to use the continua

- **STEP 1**
  Identify key dimensions that impact families’ decisions about schools: transportation, work hours/flexibility, sense of safety, care/affection, food access, parent education level, neighborhood dynamics, access to health/mental health supports, language access

- **STEP 2**
  Describe how families experience those key dimensions (research-based descriptors)

- **STEP 3**
  Name family decision-making priorities

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**DIRECTIONS:**
Read and discuss one domain of descriptors on the continuum*

- Have the continua accurately captured the current reality for organizations’ target populations along the spectrum?
- What’s missing?
- What’s inaccurate or overstated?
- How could this exercise help organizations design specific interventions for individuals and groups in their communities?
- How could this continuum help organizations make informed decisions?

*Note: All continua are living documents that will continually be updated as needed and new literature emerges.*
A NOTE ABOUT RELIGIOSITY AS A DOMAIN

Religious conservatism is a domain to consider when engaging with stakeholders along the Gulf Coast and in Southeastern Louisiana. It is an identity factor that is tied closely to how a person or family unit responds to conversations about reproductive rights.

You will notice that there is not a religious domain on the continuum, because there is not significant research that points to a relationship between socioeconomic status and level of religious conservatism.

Stakeholders who are religiously conservative may operate in scarcity or abundance, but we still think it is an important factor to center in this geographic region.

Here are some levels (from low to high) to assess a stakeholder’s involvement in their religion, that does not necessarily connect to SES:

- Family is not involved in organized religion or church attendance.
- Family attends church/place of worship for special events, i.e., Weddings, funerals
- Family sporadically attends a church/place of worship, but is not a member
- Family has membership at a church/place of worship, but attends sporadically
- Family has membership at a church/place of worship, and attends regularly
- Family has membership at church/place of worship, regularly attends and has leadership role

Additionally, here are some readings and research about religion and the Black/African American community:

- A Religious Portrait of African Americans
- The Church in the Southern Black Community
- When Black Lives Matter is Invoked in the Abortion Debate

*Note: All continua are living documents that will continually be updated as needed and new literature emerges.*
**Transportation Access**

**SCARCITY**

1. Family cannot afford public transit for any/all transportation needs. They walk, bike, or get rides when available. Family does not have access to technology or funds for ride share apps.

2. Due to financial constraints, the family relies on public transit for all transportation needs and requires two lines of transit for daily routines.

3. Due to financial constraints, the family relies on public transit for all transportation needs and has access to a single public transit line for daily routines.

**ABUNDANCE**

4. Family has access to 1 car, but it may be unreliable depending on timing. When the car is unavailable, they resort to taxis, rideshare apps, or miss school drop-off.

5. Family has access to at least 1 reliable car or lives within walking/biking distance of all daily routine destinations. When necessary, they use ride share apps.

6. Family has 2+ reliable cars, capacity for taxis or private buses, biking, and access to a single public transit line ride for daily routines. Family regularly uses rideshare apps when they don’t feel like driving.
Adults are not employed, underemployed or have precarious seasonal employment.

Adults work hourly, minimum-wage jobs with weekly scheduling that is out of their control.

Adults work daily projects or jobs with unpredictable scheduling. They have some flexibility when confirmed for longer projects.

Adults have salaried jobs or are self-employed (tradespeople, artists, entrepreneurs) with a growing clientele. Time away from work is possible, but can cost them revenue or cuts into vacation allowance.

Adults work salaried or self-employed secure jobs where they manage their own calendars (daily/weekly). Time away from work does not cost them revenue. They have some flexibility to attend non-work events during the weekday.

Adults work, but due to generational driving, wealth, do not necessarily have to. They have flexibility and secure resources for caregiving needs. They have a high degree of flexibility about their scheduling.
Food Access

- **SCARCITY**
  - Relies on food donations, subsidies, and direct service programs for most meals.
  - Easy access to processed foods and limited access to whole foods. Family regularly prepares foods and may rely on food donations at times.

- **MID**
  - Easy access to processed foods and whole foods. Family regularly prepares home-cooked meals. Family may use delivery services and eats out at chains.
  - Family eats home-cooked meals and may grow their own spices, fruits/veggies (chickens!). Eats out at restaurants and public events.

- **ABUNDANCE**
  - Family restricts food selection to informed consumer ingredients. Regularly cooks and eats out at restaurants and public events that promote informed food choices.
  - Family routinely eats at fine dining restaurants and ranks/rates venues by food.
**Individual has not completed high school, and most of their family members haven't either.**

**High school, equivalence or some college.** Individuals may have been the first in the family to complete high school/earn a GED.

**Individuals in the family have learned a specific trade or may have earned a trade-specific certificate. Some college classes may have been completed. An associates degree may have been earned. Adult education was chosen based on likelihood of finding a job immediately, rather than for intellectual stimulation.**

**4-year degree completed. Individual may have been the first in the family to earn a 4-year degree, and more than likely attended a public university close to home.**

**Advanced degrees earned (Masters or above). Individuals may have been the first in the family to earn advanced degrees, or may come from a family of advance degree earners. Individual more than likely had the financial capital to attend public or private in-state colleges.**

**Multiple advanced degrees earned. Individual had the capital to attend colleges both in-state and out-of-state, private and public.**

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**SCARCITY**

**ABUNDANCE**
<table>
<thead>
<tr>
<th>SCARCITY</th>
<th>ABUNDANCE</th>
</tr>
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<tbody>
<tr>
<td>Neighborhood housing is not secure and often presents physical or medical dangers. Residents primarily live in short-term units, shelters, and subsidized units. Neighbors congregate often in public (front porches, medians, formal &amp; informal gatherings). Police presence criminalizes residents.</td>
<td>Neighborhood includes secure, affordable housing. Residents are a mix of tenants and homeowners. Empty, unoccupied housing is boarded up. Neighbors congregate often in public (front porches, cookouts, etc.) There is access to low-cost commerce (corner stores, clothing, fast foods, small local establishments). Police presence may criminalize residents. Most businesses have security measures/presence.</td>
</tr>
<tr>
<td>Neighborhood has an active association with a mix of residents.</td>
<td>Neighborhood has access to a variety of commerce, markets, minimal rental units (short or long term). Neighbors invite neighbors to parties and events, but may not congregate publicly. Police provide reactive and proactive services.</td>
</tr>
<tr>
<td>Neighborhood has access to some commerce, high-cost commerce and markets. There are several short-term rental properties in the neighborhood. Neighbors invite neighbors to parties and events, but may not congregate publicly. Police presence provides security to residents.</td>
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</tr>
<tr>
<td>Long-term residents are pushed out of the neighborhood by gentrification, new neighbors don't get connected to the fabric of neighborhood life.</td>
<td>Neighborhood has private security detail and/or coded gate entrance. Neighborhood has no commerce, or only limited to luxury boutiques and services. Neighbors know each other and may socialize together. There is an emphasis on maintaining properties to keep the property costs high.</td>
</tr>
</tbody>
</table>
Families only access health or mental health services via street outreach & mobile clinics. The Emergency room is the family’s primary access point for physical or mental health needs.

Families rely on subsidized physical and/or mental health options for routine check-ups. The Emergency room is the family’s primary access point for physical or mental health needs.

Families rely on health insurance for in-network providers of physical and mental health needs. They may subsidize with homeopathic and/or out-of-network service providers for preventative care.

Families primarily use health insurance for physical and mental health needs. They may subsidize with traditional or homeopathic health care providers. Families engage mental and physical health care providers for routine and preventative needs.

Families choose when/whether to consult traditional or homeopathic health care providers. Families engage mental and physical health care providers for routine and preventative needs.

Family can consult multiple health/mental health providers, even if it’s outside of their insurance plan. Family can travel extensively (including international) for specialized treatment if necessary.
Adults have limited use of spoken English for routine daily life.

Family's use of spoken English impedes adult access. Children serve as language intermediaries.

Family's use of spoken English slows down adult access. Adults advocate for and rely on translators, interpreters, navigators.

Family's use of spoken English provides consistent access to adult and youth needs. Adults may still need vocabulary scaffolding or adaptive technologies.

Family's use of English includes technical, professional vocabulary and near majority culture accents that garner them favorable treatment in majority culture spaces.

Family's use of English consistently garners them favorable treatment in majority culture spaces.
Adults have limited use of spoken English for routine daily life.

Family’s use of spoken English impedes adult access. Children serve as language intermediaries.

Family’s use of spoken English slows down adult access. Adults may require translation tools or vocabulary scaffolding. Children code-switch as necessary.

Family’s use of spoken English provides consistent access to adult and youth needs. Adults and youth code-switch as necessary.

Family’s use of English includes technical, professional vocabulary and near majority culture accents that garner them favorable treatment in predominantly white or middle class spaces. Adults and youth code-switch as necessary.

Family’s use of English consistently garners them favorable treatment in predominantly white or middle class spaces. Adults and youth code-switch as necessary.
Complete high school, stay out of trouble.

Consistent employment and career access to support themselves.

Choice and agency in their future: college or career.

Choice, Select colleges and/or programs, diverse options & experiences. Distinguished performance, competitive graduate programs, executive careers.

Distinguished performance, competitive graduate programs, executive careers.

Legacy colleges, networked career options that further family wealth.

**Education Outcomes and Aspirations**
Active income* in formal or informal settings, even if one job does not cover all household expenses. Flexibility to care for family needs without risking income.

Consistent revenue from formal or informal settings. Actively engaged in multiple jobs or entrepreneurship to cover all household expenses. Flexibility to care for family needs without risking income.

Career path that leverages education or certifications completed. A single job covers average household expenses. Considers passion-inspired entrepreneurship in addition to full-time employment.

Career path that requires additional education, training, and formal networks. Engages in formal business and career development activities within and outside of work.

Career path that reinforces expertise and/or formal networks. Explores passion-inspired entrepreneurship that may lead to full-time employment.

Career path that reinforces family lifestyle or expectations. Explores passion-inspired entrepreneurship or family legacy businesses.
Access to Childcare

No access to childcare outside of unreliable sources like friends/family. Family and friends may live in precarious housing situations. The main caregiver often misses work to care for their children or has to bring the children to their jobs. Older siblings may be tasked with caring for younger siblings without adult supervision, and might miss school to care for younger siblings. School drop-off: informal drop-off with inconsistent family & friends.

Childcare is often unreliable or unavailable from family, friends, or neighbors. The family sometimes is able to pay for childcare, but no more than once every month. The main caregiver often misses work to care for their children. School drop-off: informal drop-off with inconsistent family & friends.

Family has access to free or subsidized community childcare services, and has the time to research and sign-up for these services. Sometimes, the family may be turned away from services due to having too many children, or only a few of the children are accepted in the childcare centers. Older siblings may be tasked with caring for younger siblings without adult supervision. School drop-off: informal drop-off with inconsistent family & friends.

Family has access to subsidized child care services, or at-home childcare from a family or friend, plus may be able to pay for childcare at an early childhood education center once a week. When the family is working, the kids may be left at home without direct adult care (latch-key kids). Older siblings may be tasked with caring for younger siblings without adult supervision. School drop-off: informal drop-off with inconsistent family & friends.

Family is able to pay for consistent, daily childcare, and has access to childcare centers with strong early childhood curriculum. When work & childcare conflicts arise, sometimes the family has available funds for evening childcare, nannies, babysitters, night nannies, and au pairs. Family can more often than not afford before and after school care, and day/sleep away camps. School drop-off: formal drop-off with consistent family & friends or a private company.

Finding childcare is not an issue or burden. Decisions about child care are not a function of parent workload or work schedules. Family has access to daily, consistent childcare at childcare centers that also have strong early childhood curriculum. The family is also regularly able to pay for evening childcare and babysitters when they need to attend social events or work events. Family can consistently afford full-time childcare, before and after school care, and day/sleep away camps. Au pairs, day nannies, night nannies and live-in nannies. School drop-off: formal drop-off with consistent family & friends or a private company.

School drop-off: formal drop-off with consistent family & friends or a private company.
Family lost their house, property, car, memorabilia, etc. Family may have also lost family members, and may not have been able to evacuate. If they evacuated, they did not return New Orleans.

Family lost their house, property, car, memorabilia, etc. Family may have also lost family members, and most likely evacuated and returned. They may not have had the capital to rebuild but were connected to volunteer organizations or were able to access city/government programs to rebuild.

Family lost their house, property, car, memorabilia, etc. Family may have also lost family members, and most likely evacuated and returned. They had the social and financial capital to be connected to resources to assist them in rebuilding, getting connected to part-time employment, and accessing federal assistance programs.

Family had some damages to their house and property and may have lost cars and memorabilia. They had access to social and financial capital to make repairs and accessed federal aid programs that they may not have necessarily needed, but knew how to access and apply. Most family members maintained part-time or full-time employment during the process.

Family had minor damages to house and property and most memorabilia is in-tact, due to their property being located in wealthier neighborhoods and therefore not being strongly affected by flood waters. Family had access to financial capital to make all repairs and maintained pre-Katrina employment & income levels during the process (even though full-time employment was NOT necessary to their returning/rebuilding process due to generational wealth).
Access to women’s health services non-existent as is access to health insurance.

Lack of health insurance prohibits access to preventative women’s healthcare services.

Religious reasons/family pressures may prevent the woman’s access to services.

The woman may have bodily autonomy in this stage, and may feel confident advocating for her needs depending on access to free time, educational resources, advocacy services, etc.

Access to women’s health services is limited, women rely on mobile outreach programs to receive STD screenings, birth control, and preventative treatments.

Individual might have access to financial assistance programs to supplement health insurance.

Religious reasons/family pressure may prevent the woman’s access to services.

The woman may have bodily autonomy in this stage, and may feel confident advocating for her needs depending on access to free time, advice from family members, education, advocacy services, etc.

Woman has regular access to well-woman exams, family planning, and cancer screenings, but she may not use all services annually. The woman has health insurance and is sometimes able to request financial assistance from the medical group.

Religious beliefs/family pressure may prevent the woman’s access to services.

The woman may have slightly more bodily autonomy in this stage, and may feel confident advocating for her needs depending on access to free time, education, advocacy services, etc.

Access to women’s health services is limited, but the woman has good health insurance, and might have more free time (a function of a higher SES) to research and request financial assistance more often.

Religious beliefs/family pressure may prevent the woman’s access to services.

The woman may have more bodily autonomy in this stage.

There is a higher likelihood that the woman has bodily autonomy stage, and may feel confident advocating for her needs due to an increase in access to free time, extracurricular educational resources on women’s healthcare, role models, girls rites of passage programs, etc.

Access to women’s health services is accessible, and the woman has good health insurance. The woman probably has more free time (a function of a higher SES) to vet & select preferred healthcare providers, and fire inadequate providers.

Religious beliefs/family pressure may prevent the woman’s access to services.

The woman may have more bodily autonomy in this stage.

There is a higher likelihood that the woman has bodily autonomy stage, and may feel confident advocating for her needs due to an increase in access to free time, extracurricular educational resources on women’s healthcare, role models, girls rites of passage programs, etc.

Access to women’s health services is accessible, and the woman has strong health insurance, plus access to additional income to supplement medical costs. The woman has the highest likelihood at this stage to research and select women’s healthcare specialists, and research and advocate for specific types of treatment.

Religious beliefs/family pressure may prevent the woman’s access to services.

The woman may have bodily autonomy in this stage.
Family does not participate in any art or culture activities.

If family members are involved in arts: they may be working artists, but their art may not be regularly compensated. Family members may have to invest their own funds to support their arts (Mardi Gras Indians, dance groups, social aid & pleasure clubs, etc). If this is the case, youth may be brought to local cultural arts spaces.

Youth have access to limited art and culture through school.

Family members may be working artists involved in the gig economy/informally employed as artists. Engaging in the arts is supplemental to their regular employment. Family members might be cultural bearers (i.e.: Mardi Gras Indians)—Youth may be brought to/involved in family’s arts.

Youth/Family participate in art/culture activities provided by the city or local non-profits (free or subsidized programs).

Family members may be working artists cultural bearers—in the gig economy/formally employed as artists. They might be able to gain steady income from the arts at this level.

Youth are personally involved in art/culture, i.e. play instruments in special arts programs. Family is sometimes able to pay for children’s involvement in arts programs.

Family members may be working artists cultural bearers—involved in the gig economy/formally employed as artists. They might be able to gain steady income from the arts at this level.

Parents and Youth involved in arts and cultural activities. Family is consistently able to pay for children’s involvement in arts programs.

Family members are paid artists and paid cultural bearers and lead art in city. Family is consistently able to pay for children’s involvement in arts programs both locally, domestically, and internationally.

Family is a patron of the arts. They are involved in and able to afford membership into social aid clubs, art performances, museum memberships, etc.

If family members are artists, they engage in the gig economy for fun.

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