

SELF-REFLECTION MODULE 6:

Equality vs Equity

Equality means that all people are treated in exactly the same way and all are given equal resources.

Equity means providing opportunity and resources where previously there were none or where someone had lesser opportunity than another person.

1. Have you ever considered the difference between equality and equity?

2. Have you ever been in a situation where you have received your fair share, but it did not meet your needs? How did it feel?

Reflecting on the example in the workplace:

3. Which department do you think will receive most of the promotions?

4. Is it fair to base promotions of all employees on written submissions?

5. Can you think of more equitable ways to determine eligibility for promotions?

Reflecting on the community garden example:

6. In this situation, what is someone giving up to promote equity?

7. Are there other ways to create equity in the community garden?

TIPS

Equality vs Equity

We have seen the differences between equity and equality. Let's all be a part of leveling the playing field so everyone can thrive.

1

Envision an equitable community that includes all people.

2

Recognize how your actions impact those around you.

3

Contribute to discussions on how to promote equity in the world around you (at work, in your community, neighborhood, and home).