

Wednesday WeBelong Monthly:



Equality vs. Equity



Equality

Equality is giving everyone the same bike, as shown in the illustration below. Everyone is given the same resource to get somewhere, but given our vast differences and experiences as human beings, we will likely all need something different to get us to where we want to be.



Equity

Equity is giving everyone the bike they need, given their differences and experiences, to get to the destination.

Equity means ensuring all individuals have what they need to succeed and participate fully, accounting for different access to opportunities, status, and rights.



Barriers to Equity

At the MICRO Level: Individual or interpersonal level

- Unconscious or implicit bias
- Microaggressions
- Insensitivity
- Selective mentoring (i.e., informal mentoring)
- Inconsistency in addressing mistakes or performance issues and even in the way we give feedback

Barriers to Equity

At the MACRO Level: Systems (think workplaces, laws, governments, infrastructure) are often built, whether inadvertently or intentionally, based on dominant or “majority” groups. Sometimes, this is done to accommodate “the most” possible. At its best, it’s an effort to get close to “fair.” But especially in this day and age, with diversity growing in so many different areas, systems that have worked in the past simply won't work for a changing workforce and culture. We’re evolving, and our systems need to evolve, too, to be fair.

How Are You Affected?

Take a moment to reflect on how this may have impacted you in the past or present. Some things to consider:

- What assumptions have people made about you?
- What aspects of your identity have opened you up to inequity?
- How have you been impacted by inequity because of these assumptions?

Why is equity so universally desired yet so universally hard to achieve?

- Many are afraid to lose power
- Some fear losing "culture"
- Financial constraints
- **Harsh Reality:** All of us uphold so many inequitable policies and practices that we don't even realize are harmful

What Equity Looks Like in the Workplace:

- Pay equity (i.e., pay bands)
- Equal opportunity for achievement
- Closing racial / gender identity gaps in pay, level, advancement
- Leaders: equally growing and championing your directs
- No favoritism
- Rules and standards apply to all
- Difference is celebrated
- Inclusion is practiced

Resources

Looking to dive deeper or explore further?
Below, you'll find a selection of resources to help you get started:

- Gender Decoder: Finding Hidden Bias in Your Comms
- Stanford University: Anti-Racism + Allyship 7-Day Journey (Course)
- Lever: Equitable Hiring + Comp Guide
- George Washington University: Equity vs. Equality: What's the Difference?