Exploring Equality and Equity

with Nathan Dodzo & Dilshad Sarwar

EDI – Considering terminology; move towards an inclusive environment

Objectives

- Facilitate discussion
- Highlight some key terms used
- Ask questions
- No right or wrong, or judgement
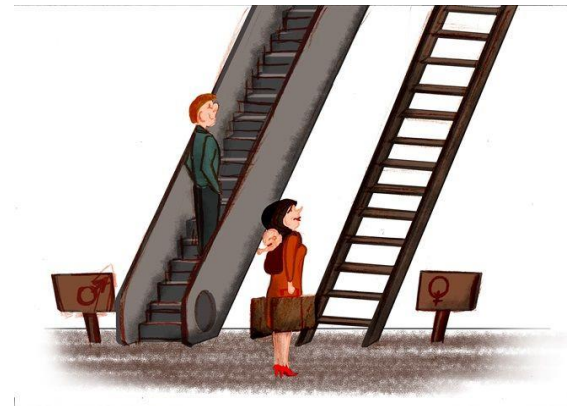- Consideration of further conversation, terminology and dialogue

Reality & Inequality

Reality - *the state of things as they actually exist, as opposed to an idealistic or notional idea of them.*
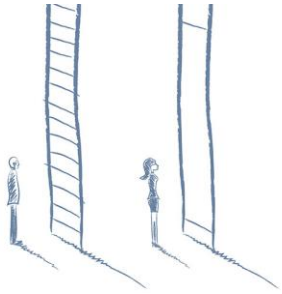
(Oxford English Dictionary)

Inequality - *the phenomenon of unequal and/or unjust distribution of resources and opportunities among members of a given society.*

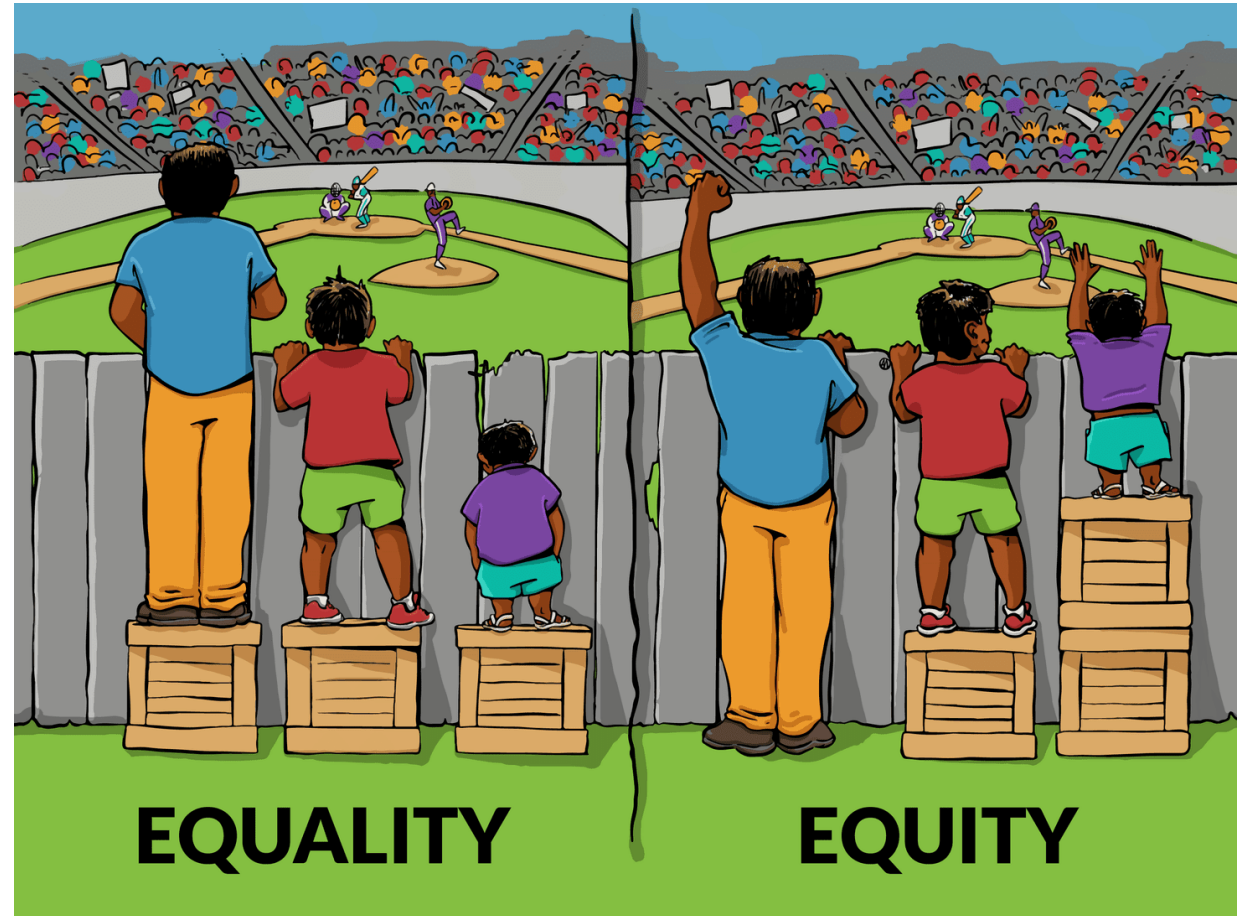(International Encyclopedia of Human Geography (Second Edition), 2020)

Discussion

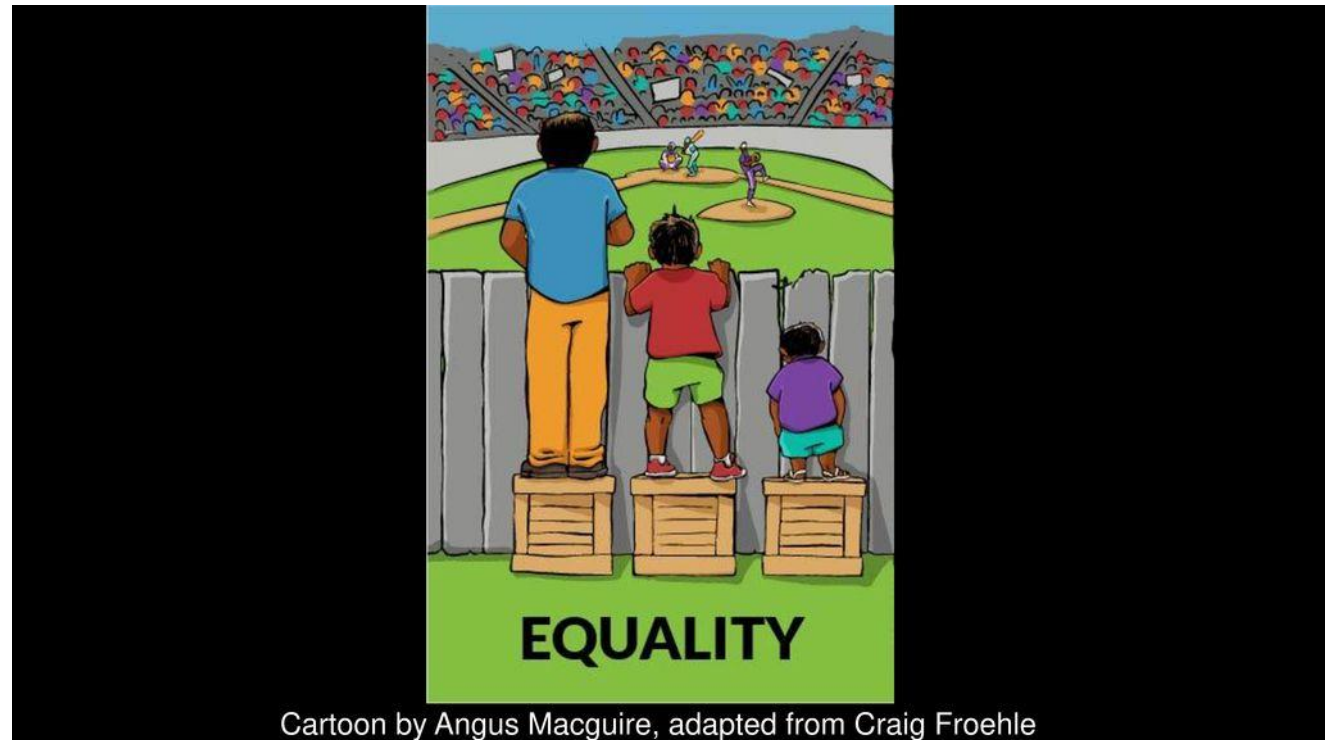What do these images represent?

Equality vs equity

- How does this image represent equality and equity?

- Are there any similarities or differences between the two images?

- If someone asked for an explanation of the differences between the two in simple terms, using an example, what would you say to them based on your understanding?
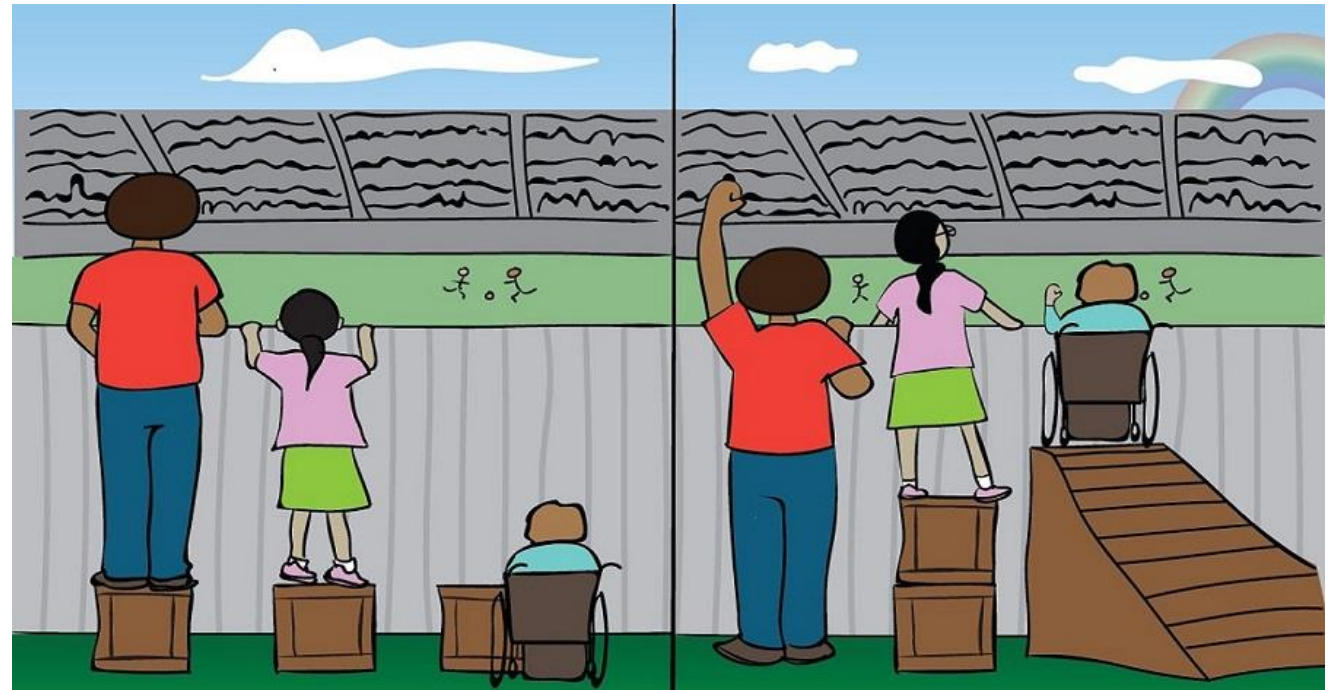

EQUALITY   EQUITY

Define Equality

Everyone is treated exactly the same regardless of circumstance and/or need.

Cartoon by Angus Macguire, adapted from Craig Froehle

Define Equity

Realisation that everyone's circumstances are not the same, in turn are provided with what they need to succeed.

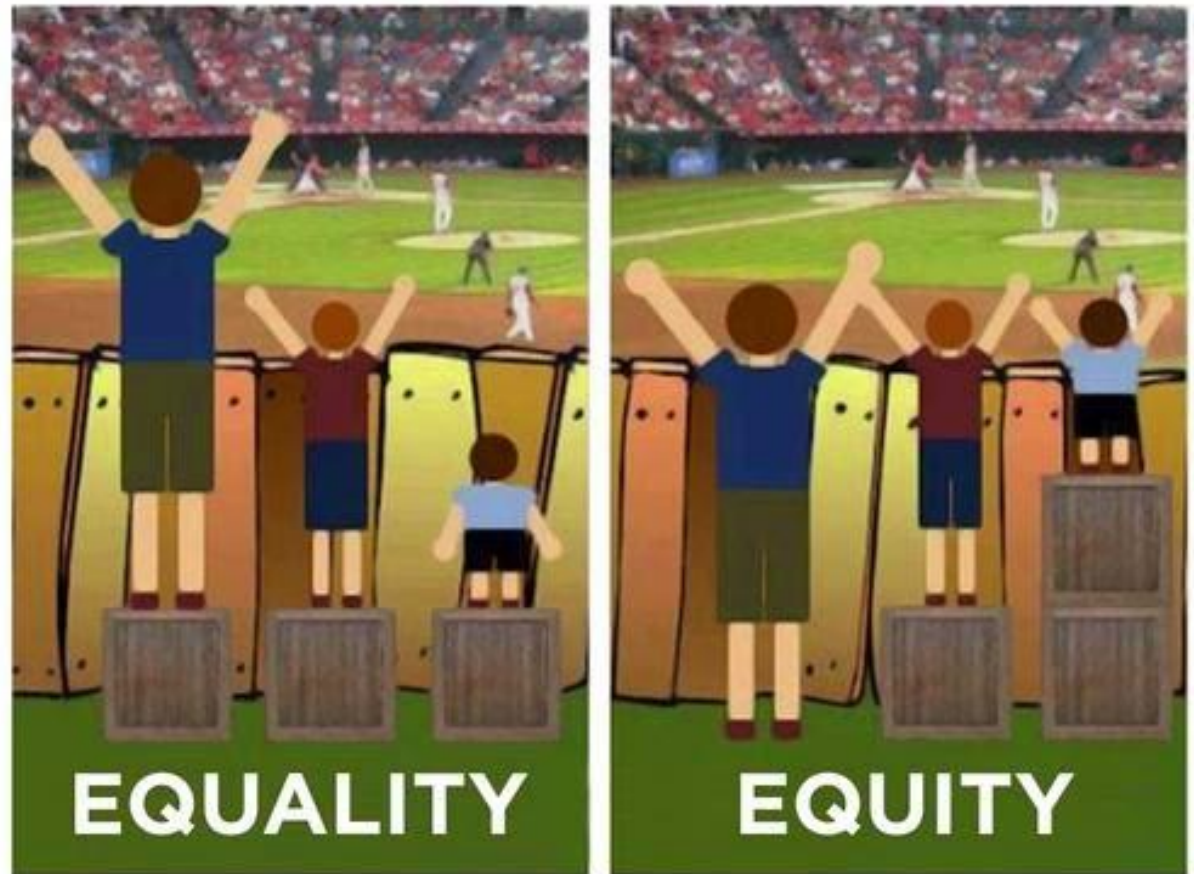# Discussion Question

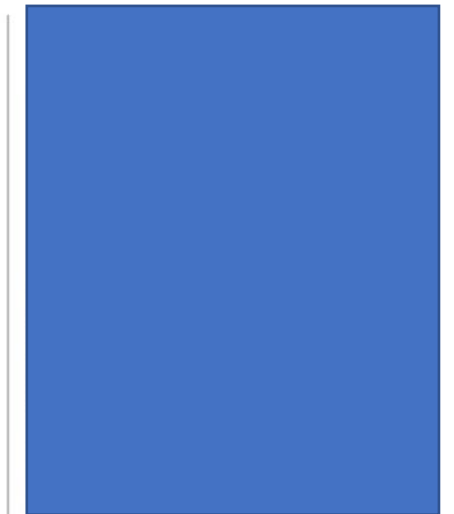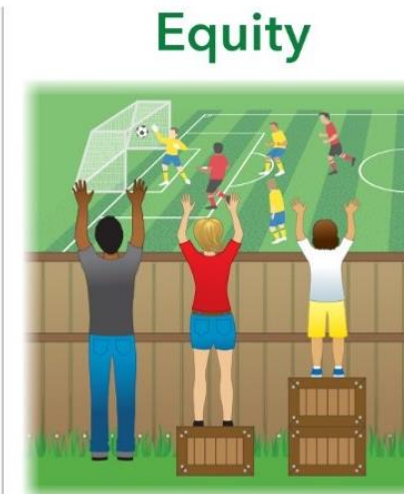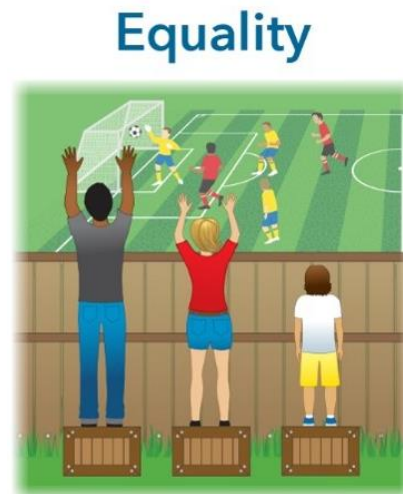What UoN examples of equity and equality can you think of?

Discussion

Is Equity a solution? Does it stop there?

What is the ideal solution?

Apart from Equality and Equity, can you discuss other of ways of achieving fairness and become more inclusive?

Equality | Equity

Comment and like input from others

Equality

The assumption is that **everyone benefits from the same supports**. This is equal treatment.
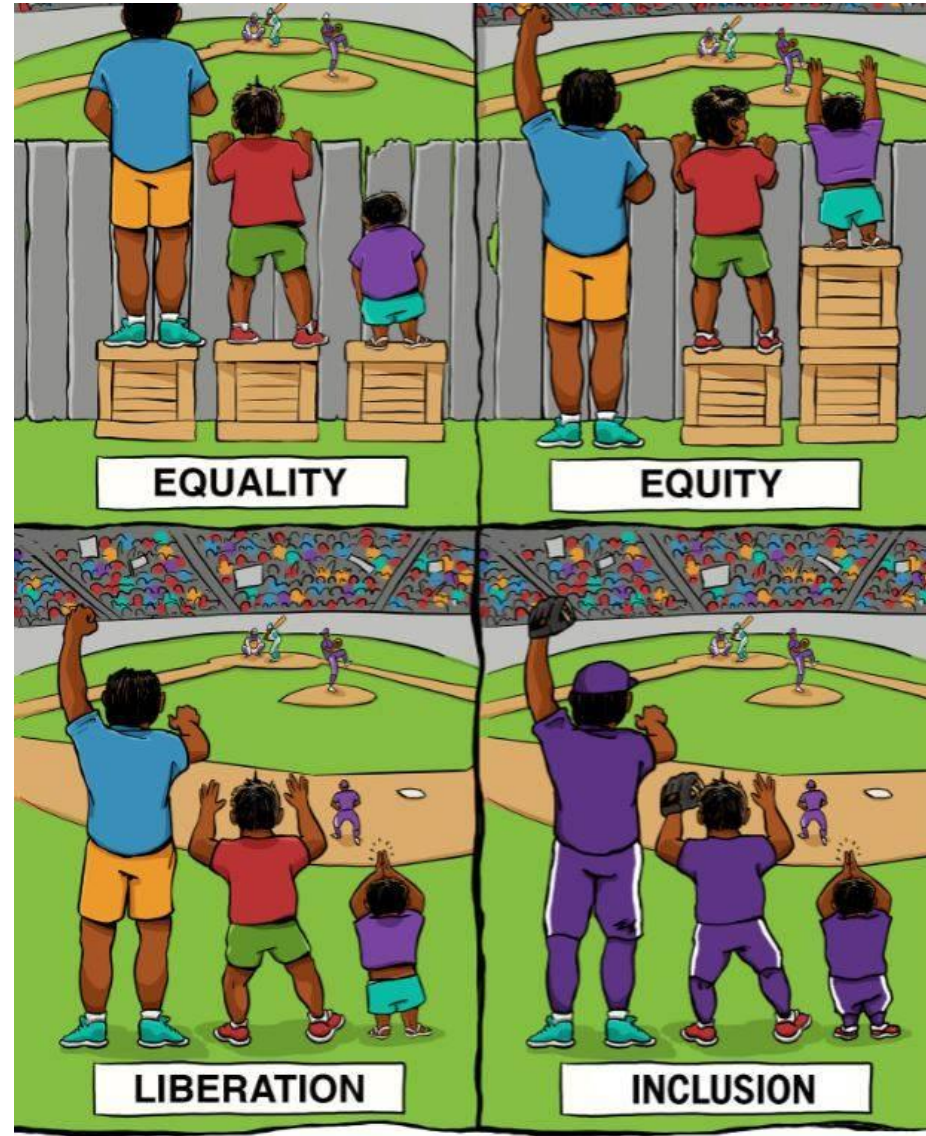
Equity

Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice

All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

Conclusion – What terms should we use?

Food for thought – Oneness in Diversity

Apologies in Advance for some of the Language