What do we mean by “Equity”?

*Equity is a proactive, strategic approach that accounts for structural differences in opportunities, burdens, and needs in order to advance targeted solutions that fulfill the promise of true equality for all.*

An equitable society would be one in which there are **fair opportunities and improved outcomes for all** and the distribution of resources, opportunities, and burdens is **not determined, predictable, or disproportionate by identity or zip code.**

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Using an “Equity Lens” means to...

1. **Acknowledge** how life options and outcomes are shaped by interacting structures and power relationships that benefit some and burden others based on racial identity and other social determinants.
2. **Analyze** the cumulative impact of structures and power relationships on a specific issue, condition, or population.
3. **Strategize** structural interruptions and innovations to close gaps and improve outcomes and opportunities for all.
4. **Repeat**... (because systems are related and adapt over time).

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**DIVERSITY** = *composition* → representation

**INCLUSION** = *experience* → engagement

**EQUITY** = *outcomes* (structures & power) → ownership