

***Equity** is the systematic fair treatment of all people where “fair” doesn’t just mean everyone receives all resources equally, but people receive resources that will put them on an equal playing field as everyone else.*

*Racial equity is different from **equality** in that it looks at which groups of people are getting an advantage and which people are receiving a disadvantage and tries to close that gap by providing resources and aid to the disadvantaged group.*

*Racial equality does not take into consideration disparities in opportunities and resources across different communities. Equality can actually make inequities worse.*

## **WHAT DOES RACIAL EQUITY LOOK LIKE?**

**Let’s analyze a couple of examples of what racial equity looks like:**

Example 1:

Two middle schools in the same city serve different populations and have varying degrees of IT infrastructure. School A has a more reliable wireless internet, more computers per student ratio, etc. At school B the IT infrastructure is less robust and in need of numerous updates, leaving students at a disadvantage. The B school also disproportionately serves more students of color compared to A Schools.

This school system wants all middle school students to attain proficiency to conduct online research in their classes. The school system has received a grant to improve middle school IT infrastructures. If funding was distributed based on equality, both school A and school B would receive 50% of the grant funding to improve their IT infrastructure. But, when funding is distributed according to each school’s current IT circumstances, B Schools now have the opportunity to perform along the same lines of students in A Schools. **Equitable** distribution of funds means that school B will be provided the funds to get their students on the same computer competency level as students at school A.

Example 2:

A city has recently received funding designed to go toward infrastructure in their community and needs to decide on how to distribute resources. The southern portion of the city is home to a predominantly middle-class, white community. In this region of the city, recent infrastructure development and maintenance was performed on their main roads and parks. As you travel north, the neighborhoods are mainly lower-class racially and ethnically diverse families. These regions have not had any major infrastructure development projects undertaken in over 10 years.

If the funding was distributed equally, the north side of the city would still be at comparable disadvantage than the south side of the city. With equity in mind, the city’s leaders conclude that most of the funding should go toward infrastructure development for northern neighborhoods where it is more urgently needed. The southern communities receive less than half of the funding because they recently underwent updates to their infrastructure and do not need extra funding to achieve the same infrastructure goals.

## **Articles for adults**

Equality vs. Equity

[https://www.marinhhs.org/sites/default/files/boards/general/equality\\_v.\\_equity\\_04\\_05\\_2021.pdf](https://www.marinhhs.org/sites/default/files/boards/general/equality_v._equity_04_05_2021.pdf)

Equity vs. Equality <https://unitedwaynca.org/blog/racial-equity-vs-equality/>

Moving Beyond Diversity Toward Racial Equity <https://hbr.org/2020/06/moving-beyond-diversity-toward-racial-equity>

## **Articles for Parents**

[Equity: Why Talk About It With Children](#)

[Teacher Uses Band-Aids To Explain Difference Between Equality Vs Equity](#)

## **Video for Adults**

Equity vs Equality [https://www.youtube.com/watch?v=nCS7Rus4\\_-Y](https://www.youtube.com/watch?v=nCS7Rus4_-Y)

## **Video for Children**

Small Talk /Fairness: <https://www.youtube.com/watch?v=CrZiZwyAsBw>

## **REFLECTION and DISCUSSION QUESTIONS**

### **Discussion Questions for Adults**

1. What is the difference between equality and equity?
2. Everyone above the age of 18 is given the same new car for free. How would your life change?  
How would your life change if you were:
  - a. Homeless?
  - b. A single parent with an hour commute on the bus?
  - c. A billionaire?
  - d. Disabled or unable to drive?What might be a better solution?
3. We listed a few examples of aid being given from an equality lens vs. an equity lens. Can you think of any others where an equity lens is more appropriate?
4. What are some obstacles or barriers that you have faced regarding access to education, health, or job successes? What are some that your peers might face? What are some things that could be done to put everyone on an equal playing field?
5. What are some ways you or your peers can start shifting away from treating everyone identically to treating everyone appropriately and accommodating their differences? What are some ways your community could shift?

### **Discussion Questions for Kids**

1. Would it be more equitable if you and your friends each get the same flavor of ice cream, or would it be more equitable if everyone got to choose the flavor that they prefer?

2. Can you think of an example of something being equal? How can you change it to make it equitable?
3. Would you prefer to be treated equally or equitably? Why?
4. Why do you think people might prefer equality over equity or equity over equality?

## **DIVE DEEPER**

### **Articles**

The Business Case for Racial Equity [https://drive.google.com/file/d/1cOr-gmciSHoAtgytOhOqVscR\\_rJUL4tC/view](https://drive.google.com/file/d/1cOr-gmciSHoAtgytOhOqVscR_rJUL4tC/view)

### **Videos for adults/teens**

This is Equity- CA schools <https://www.youtube.com/watch?v=tcPGacPFt6E>

TEDx Talks- What is Equity and Why Do Our Children Deserve It? (Educational equity) <https://www.youtube.com/watch?v=1lg3MytDC-Y>

### **Videos for Children**

[Equity vs. Equality](#)

Equity and Equality [https://www.youtube.com/watch?v=nCS7Rus4 -Y](https://www.youtube.com/watch?v=nCS7Rus4-Y)

### **Book Recommendations**

#### **Adult:**

[Colorblind: the rise of post-racial politics and the retreat from racial equity](#) by Tim Wise

[The Whiteness of wealth: how the tax system impoverishes Black Americans—and how we can fix it](#) by Dorothy Brown

[The Color of Law: A Forgotten History of how our government segregated America](#) by Richard Rothstein

[My Monticello](#) by Jocelyn Nicole Johnson

#### **YA:**

[Stamped: Racism, Antiracism, and You](#) by Ibraham X. Kendi

[How we can win: race, history and changing the money game that's rigged](#) by Kimberly Jones

[In Real Life](#) by Cory Doctorow

[Amal Unbound](#) by Aisha Saeed

**Children:**

[Happy in our skin](#)

[The same but different too](#)

[Something Happened in Our Town](#)

[Fair is Fair](#) (not in our catalog)