

## (Re)Learning Moment

### Equality and Equity

While these terms sound similar and often connect, equality and equity hold different meanings important to understand when making decisions concerning our community.

**Equality *noun***

the quality or state of being equal, same

Equality emphasizes sameness in experiences between people, groups, and/or organizations. When using equality as a guiding concept, organizations provide the same level of opportunity and assistance. Many laws such as the Civil Rights Act of 1964 provide overarching equality focused supports.

**Equity *noun***

justice, fairness in treating people

Equity acknowledges the unique circumstances individuals experience, recognizing that sameness might not benefit each person equally. To foster justice and fairness, equity focuses on access, opportunity, and advancement as aspects of an individual's outcomes. Support levels vary under an equity mindset based on historical context and their relevance to individual's need or ability.

### (Re)Learn About Equality and Equity

- ['Equity' and 'Equality'](#) - Merriam-Webster usage guide
- [Equality, Equity, and Social Justice](#) - video explanation of the differences between these terms
- [Equity First: The Path to Inclusion and Belonging](#) - LinkedIn Learning course
- [Equity, Part 2: Fifty Years Later](#) - Field Trip podcast episode
- [Equity vs. Equality](#) - LinkedIn Learning video
- [Exploring The Difference Between Equity And Equality In America](#) - NPR affiliated podcast episode with additional linked resources