

## Why Equity & Justice?

### **Inequality: Unequal access to resources and opportunities**

- It is important to notice that while someone can intend to do things unequally, intention is not required. The emphasis is on outcomes.

### **Equality: Evenly distributed resources and tools**

- While equality is often uplifted as a societal goal, it does not address the inherent imbalances created from prior practices of inequality or recognize the specific needs of a wide range of experiences.

### **Equity: Providing custom tools relevant to the circumstances**

- Equity is rooted in acknowledging difference in circumstance, historical access/denial, capacity etc and being responsive to those differences.

### **Justice: Restructuring the system to enable equity to freely exist.**

- If an institution, organization, or community group is hostile or ill-equipped to support equitable practices, that structure itself must be rearranged or at times dismantled. Moving around the parts or people within that structure will not be sufficient.

