

Equity vs. Equality Checklist

Equity is when everyone has a fair and just opportunity for health and wellbeing, while equality involves giving everyone the same things. A focus on equality only promotes fairness when everyone starts from the same place and needs the same things (which rarely happens in our society; Annie E. Casey Foundation, 2014).

Use the following checklist to see which aspects of a policy, program, plan, intervention, or strategy are equity focused vs. equality focused. Mark an “X” in the table below next to which statements apply.

| Does the policy, program, plan, intervention, or strategy... | | | |
|---|--------------------------|---|--------------------------|
| Equity Focused | | Equality Focused | |
| Offer different types of <u>resources or opportunities</u> to different groups of people based on their unique needs and circumstances? | <input type="checkbox"/> | Offer one set of <u>resources or opportunities</u> to all groups of people | <input type="checkbox"/> |
| Ensure <u>access</u> for all people who could benefit regardless of their resources, knowledge, trust of the system, geographic location, or social connections? | <input type="checkbox"/> | Limit <u>access</u> to only people with certain resources, knowledge, trust of the system, geographic location, or social connections? | <input type="checkbox"/> |
| Ensure <u>benefits</u> for all participating or affected groups regardless of their resources, knowledge, trust of the system, geographic location, or social connections? | <input type="checkbox"/> | Limit <u>benefits</u> for participating or affected groups to only those who have certain resources, knowledge, trust of the system, geographic location, or social connections? | <input type="checkbox"/> |