

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.

Equity	Equality
Does the policy, program, plan, intervention, or strategy...	
<input type="checkbox"/> <i>Integrate</i> INPUT and PRIORITIES from resident groups or neighborhoods experiencing the biggest disparities in outcomes?	<input type="checkbox"/> <i>Lack</i> INPUT and PRIORITIES from resident groups or neighborhoods experiencing the biggest disparities in outcomes?
<input type="checkbox"/> Offer <i>different</i> RESOURCES or OPPORTUNITIES to meet the unique needs and circumstances of people from different groups (especially groups experiencing the biggest disparities in outcomes)?	<input type="checkbox"/> Offer the <i>same set</i> of RESOURCES or OPPORTUNITIES to all groups of people?
<input type="checkbox"/> Ensure people can ACCESS these resources and opportunities <i>regardless</i> of their resources, knowledge, skills, geographic location, or social connections?	<input type="checkbox"/> Ensure people can ACCESS these resources and opportunities <i>only if</i> they have certain resources, knowledge, skills, geographic location, or social connections?
<input type="checkbox"/> Ensure people from different groups can BENEFIT from these resources and opportunities <i>regardless</i> of their resources, knowledge, skills, geographic location, or social connections?	<input type="checkbox"/> Ensure people can BENEFIT from these resources and opportunities <i>only if</i> they have certain resources, knowledge, skills, geographic location, or social connections?

Reference:

Annie E. Casey Foundation. (2014). *Race equity and inclusion action guide*. Retrieved from https://www.aecf.org/m/resourcedoc/AECF_EmbracingEquity7Steps-2014.pdf