

Defining Equity ACTIVITY

We'll discuss the definitions provided below in small groups for ~30 minutes, and come back together to share observations and insights as a full group for ~5 minutes.

Purpose:

- To maintain thread of our IDEAA discussion from PDIs 2015 and 2016
- To illuminate the complexities of the term 'equity'
- To acknowledge and honor that we're all working from different definitions of the term

Discussion Questions:

- Are any of these definitions particularly relevant for your context?
- Is there anything missing in these definitions of 'equity' and how and why would you address that?

Connecticut Office of the Arts

EQUITY: Policy and practice that is fair and just. Our processes and systems are designed to insure that we distribute resources without bias.

DIVERSITY: A mosaic of individuals offering unique perspectives and experiences influenced by their ethnic, cultural, social, economic, and ability backgrounds.

INCLUSION: Active participation by constituents who represent and reflect the communities we are all a part of.

NASAA DEI Statement

Diversity: the characteristics of a group of people that recognize all dimensions of human identity and difference

Inclusion: the active and effective engagement of diverse individuals, communities and perspectives to ensure access, representation and belonging for all

Equity: the implementation of policies and practices without bias, allowing all people to realize fair and just engagement, treatment, benefits and opportunities

Carmen Morgan's PDI 2016 Resource Packet

Diversity is often referred to as the extent which an organization has people from diverse backgrounds represented throughout. It is recognition of

individual differences. These differences can be along the dimensions of race, ethnicity, age, gender, gender identity, gender expression, sexual orientation, physical abilities, nationality, language, religious beliefs, and socioeconomic background.

Inclusion on the other hand is seen as the active, intentional, and ongoing engagement of the diversity of an organization, organizational culture, production of art on stage (and all of the ways an individual might interact with the organization) in order to create equal access, well-being, and a sense of belonging for all members.

In contrast, **equity**, is the state, quality or ideal of being just. It requires that organizations use the principles of fairness and ethics to apply justice to situations and circumstances. Equity requires that systems, protocols, practices, and policies allow everyone to be treated fairly within an organization. Equity is tied to actions and results.