



What do we mean by “Equity”?

Equity is a proactive, strategic approach that accounts for structural differences in opportunities, burdens, and needs in order to advance targeted solutions that fulfill the promise of true equality for all.

An equitable society would be one in which there are **fair opportunities and improved outcomes for all** and the distribution of resources, opportunities, and burdens is **not determined, predictable, or disproportionate by identity or zip code.**

DIVERSITY = *composition* → representation

INCLUSION = *experience* → engagement

EQUITY = *outcomes* (structures & power) → ownership

Using an “Equity Lens” means to...

1. **Acknowledge** how life options and outcomes are shaped by interacting structures and power relationships that benefit some and burden others based on racial identity and other social determinants.
2. **Analyze** the cumulative impact of structures and power relationships on a specific issue, condition, or population.
3. **Strategize** structural interruptions and innovations to close gaps and improve outcomes and opportunities for all.
4. **Repeat...** (because systems are related and adapt over time).