

# Terms to Get Started

## EQUITY

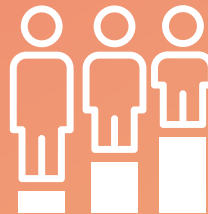
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When everyone can reach their highest level of health and potential for a successful life, regardless of their background and identity.

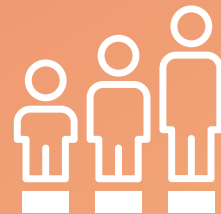
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**Equity** is when everyone has what they need to be successful, while equality is treating everyone the same. **Equality** seeks to promote fairness, but it can only work if everyone starts from the same place and needs the same help.

## EQUITY



## EQUALITY



## DIVERSITY

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Physical, social, and psychological differences between people and groups, including things like race, ethnicity, gender, ability, sexual orientation, gender identity, national origin, tribe, socio-economic status, thinking and communication styles.

## INCLUSION

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Puts diversity into meaningful action and builds a culture of belonging, respect, and connection by actively inviting the contribution and participation of all people.

# What is an Equity Lens and When Do We Need to Use It?

Using an equity lens means we are thoughtful and inclusive in all decisions, including policies, practices, programs, and budgets. An equity lens can be applied to decisions around how funding is allocated, how programs are planned and implemented, and how we prioritize maintenance of our existing assets.

It means we partner with community to set goals and strive for processes and outcomes that promote health and wellbeing for all community members. We take an equity lens when we ask ourselves questions about community involvement, decision-making processes, values and assumptions, and outcomes.



## Basic Questions for Using an Equity Lens

- 1. Burdens and Benefits:** Who would benefit or be burdened by this proposal? Would low-income households or communities of color experience a disproportionate burden?
- 2. Understanding Data:** What do the various data tell us about who is affected? Specifically, look at race, income, languages spoken, ability, gender, and neighborhood.
- 3. Community Engagement:** How do we engage those who are not often represented in decision-making or those most impacted by inequities? Do we engage people early enough in the process to have an impact?
- 4. Decision Making:** Who sits at the decision-making table? Who has the power to invite or participate? Whose interests are represented?
- 5. Implementation:** How can we advance equity through the goals of a policy or program?
- 6. Unintended Consequences:** What unintended consequences might be produced by the program or policy?
- 7. Accountability and Communication:** How will we be accountable to, and communicate with, the community throughout implementation?