Equity is to be shared

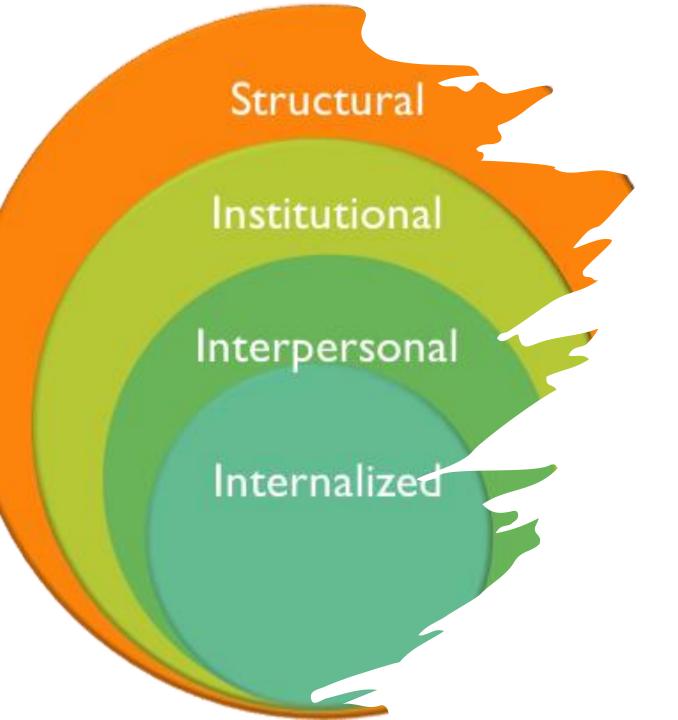
Power with

- Personal (individual) Power
- Collective Power

Power Over

• Dominant Power





- Behaviors that lead to disparate outcomes happen at multiple levels.
- For example, behaviors that reinforce different outcomes based on socioeconomic status (classism) play out at the individual, interpersonal, institutional and structural levels.
- Antidotes and strategies must also be implemented at all levels.

REALITY

One gets more than is needed, while the other gets less than is needed. Thus, a huge disparity is created.

EQUALITY

The assumption is that everyone benefits from the same supports. This is considered to be equal treatment.

Everyone gets the support they need, which produces equity.

EQUITY

All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has

JUSTICE

A full equity framework is not transactional

Commitment, Leadership and Governance	Racial Equity Policies and Implementation Practices		Organizational Climate, Culture and Communications		Service Equity		Consumer Voice and Influence	
Composition and		Tri Consul	Community and Tribal Consultation & Collaboration		Resource Allocation & Contracting Practices		Data, Metrics & CQI	