

**EES**

Equity for  
Earth Sciences



Equality vs. Equity

*“One person had one-eight billionth of the power that humanity had. This assumes everyone had an equal amount of power, which wasn’t true...”*

– Kim Stanley Robinson, “The Ministry for the Future”

# Equality or Fakequity

**Equality** means that everyone gets the same treatment, the same chances, the same resources... The ultimate goal is *sameness*

- But maybe one is not equipped to take advantage of the “things” offered?

Equal treatment does not always produce an equitable result, as we all start from different points on the track. These differences are not solely individual, but are related to categories of privilege and marginalization

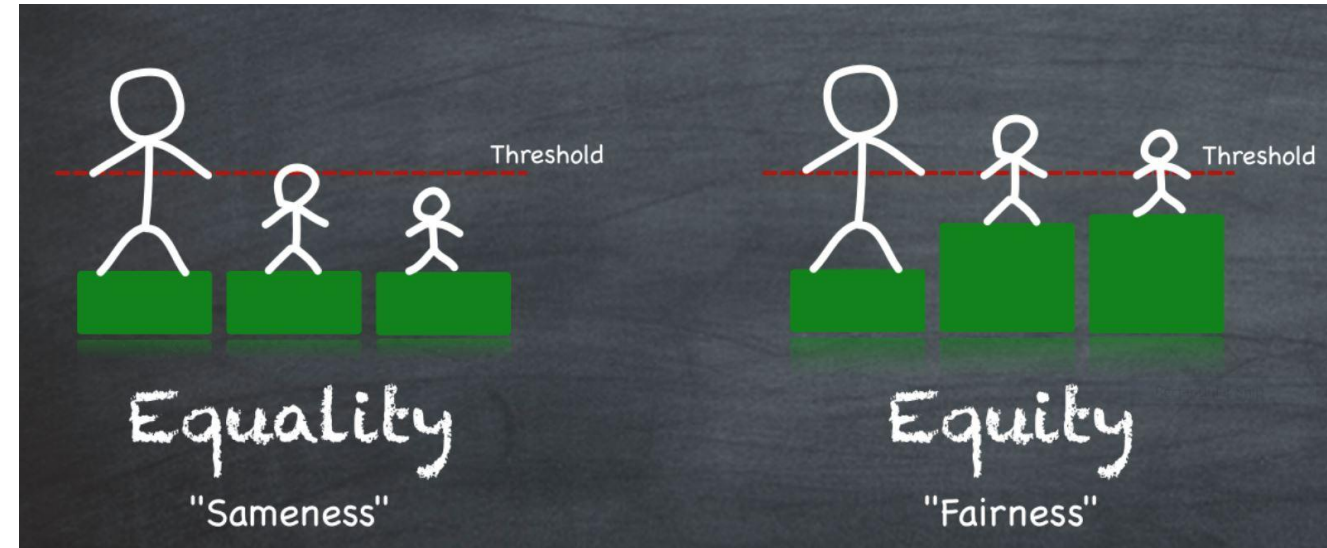
- Equality **ignores the huge differences in resources and treatment that already exist in society**

Access alone does nothing to shift systemic power imbalances. In fact, when we focus on access as our primary goal, we may in fact reinforce existing power structures

- Hope for everyone to be treated equally, but often working toward such equality blinds us to the very obstacles that keep it out of reach—inequities

# Equity

- **Equity** means that everyone gets what they need to succeed.
  - The ultimate goal is *justice or fairness*
- WHO “Equity is the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically”
  - Equity is a *process* and equality is an outcome of that process



# And how about inclusion?

Diversity sometimes means just to check the box

## Inclusion:

- Acknowledge diversity
- And respect it
- Educate everyone
- “Inclusions starts with I”

*Inclusion promotes belonging, purpose and wellbeing*

*“Oh, you can’t help that,” said the Cat: “we’re all mad here. I’m mad. You’re mad.”*

*“How do you know I’m mad?” said Alice.*

*“You must be,” said the Cat, “or you wouldn’t have come here.”*

– Lewis Carroll, “Alice’s Adventures in Wonderland”

## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.



*"Our thinking was limited by convention (the most subtle but oppressive dictator). Please forgive our lack of imagination."*

– Pip Williams, "The Dictionary of Lost Words"

# Questions

- Do we question ourselves enough about “what do I do to be more inclusive”?
- How to react to and “correct” discriminative talk and behaviour, among friends, family, colleagues