

How we can be more equitable

Equality is different than **equity**.
Justice looks different than both.

Equality



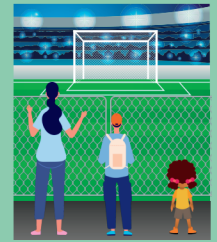
Assumed everyone benefits from the same support.

Equity



Different supports are given to each person to have equal access.

Justice



No one needs extra support because the main issue was addressed. The *systemic barrier* was removed.

Decision-making

Look at systems

- Who is making decisions now?
- Who else should be?
- Does the system help some and not others?
- Have we asked the right people what they want?

Look at results

- Who benefits?
- How will they benefit?
- Is there a consequence we aren't realizing?
- Is there a different way to do it with more equitable outcomes?

Keep learning

- Where are we getting our input?
- How are we using it for the future?
- How can we make paths for making equity a priority all the time?

Application

Telling people about a service

- Is the message simple and clear?
- Are your images relatable to the people the message is for?
- Will everyone get the message?
- Does it need translation?

Staff

- Have you told everyone that we are making equity our new goal?
- Are your peers supported in doing this?

Keep learning

- Are we collecting data?
- How are we looking at this new information?
- How are we going to use it to be better?



Want to know more? Check out these links.

[Gender Based Analysis Plus \(GBA+\)](#)
is free and about looking and how
people view things.

[Here is an introduction to GBA+](#)
from the City of Edmonton.



Need help or have questions?

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Key points

- Every time we make a choice, we have the chance to look at our systems with equity in mind - an *equity lens*.
- The benefits of equity and removing systemic barriers is active and ongoing