



DEI

DIVERSITY, EQUITY, AND INCLUSION



Equity v. Equality

Make sure Guidelines for Interaction are established prior to any DEI discussion.

ACTIVITY: What Do You See?

Activity Type: Think Pair-Share

Note: **Bold** items are meant to be used as a script. **As much as possible, use the words provided verbatim.** Remember that your role is a facilitator, not the expert. Pull answers and information from the audience. Keep it simple. Remember this is an introduction to concepts and terms, not a deep dive.

Activity Instructions:

1. Ask the audience to find a partner, preferably someone they don't know or don't know very well.
2. Show the unlabeled images. Get creative - you can provide a hand-out (available on the last page) or project it onto a screen.
3. Once in pairs, ask them to discuss the images and what they see. Give them 2 minutes for this.
4. Facilitate a group discussion. Begin with asking/saying:
 - **"Any thoughts about the images? What came up for you?"** (Allow people to sit in silence for a bit. Don't jump in to rescue them. If given enough time, someone will pipe up. If after a minute (no sooner!) you still get no responses, you can prompt them with **"What did you notice about the pictures?"** Or **"Anything strike you about the two photos?"** Pick anywhere from 3-5 people to share.

Listen to the answers, you will get a lot of the key points of the lesson from them. You are looking for answers like:

- "Boxes are the same size on this side and different on the other", and "Bikes are all of the same here and different depending on the person on the bottom." Appropriate responses to their responses should be affirming. **"Yes, good observation!"** (Then simply repeat, summarize, or use a small soundbite of what they just said before moving on to someone else's response.)
- Other answers will be: "If you give everyone the same thing, it may or may not fit their needs or be what they need", or "Everyone needs something a little different to be successful or to accomplish the same end goal." Again, other good facilitation words: **"That's a great point!"** (Then simply repeat, summarize, or use a small soundbite of what they just said before moving on to someone else's response.) Other good responses: **"Exactly!"**, **"You're right on with that!"**, **"That's an interesting spin. Thanks for sharing that."**
- You might EVEN get someone to use the terms equity and equality. If so, that's great! Again, affirm, repeat/summarize, or use a soundbite and move to the next person unless that was the last group to share.

Once you have asked for the audience to participate, begin your wrap up.

Say: **"Those were all great answers! Thank you for those who shared. A lot of what I heard described the basis of this session and that's the difference between Equity and Equality. As a definition..."**

(If someone during the sharing portion already brought up equity and equality, then you can say this: **"As John pointed out earlier, these pictures depict the difference between Equity and Equality. As a definition..."**

- **Equity: Giving everyone what they need to be successful.**
- **Equality: Treating everyone the same.**



DEI

DIVERSITY, EQUITY,
AND INCLUSION



Equity v. Equality

From here ask or confirm

“So where in the pictures is equity represented? Equality?” Response to that answer: “Yes, exactly right.”

Continue with saying: “This often brings up the question:

What is fair and what is right? Ask the group: How does fairness come into play with our activity?” Or you can ask it like this: “Looking back, how do equity and equality relate to what we saw?” Wait and listen to answers (affirm, summarize, or soundbite) then, explain the following:

- **Equality aims to promote fairness.**
 - However, this can only happen if everyone starts at the same point and needs the same amount of help.
- **Equity is recognizing differences and coming up with solutions to help everyone reach success.**
 - It is always fair as it actively tries to level the playing field for everyone.
 - It is the “right fit”, “right height”, and “aid in stepping forward” to succeed.

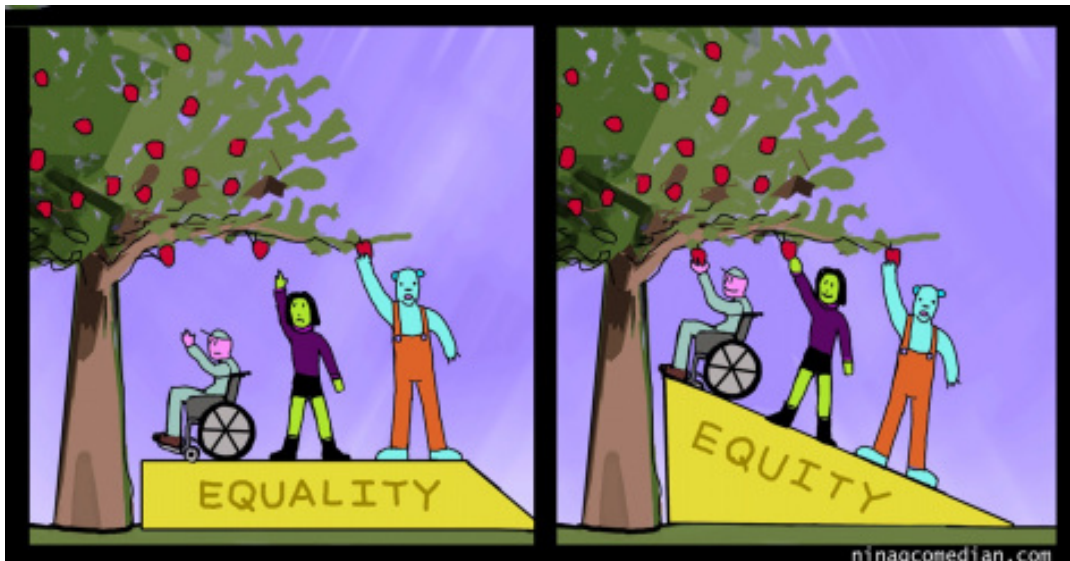
Lesson Wrap Up: Think for the Future

In summary, something for you to think about is:

Different people need different things to succeed. Instead of focusing on making or having things be fair, try to focus on what you, your teammates, friends, or family members need to succeed.

Think about:

- **What are some things you need to succeed?** How might that differ or be the same from a teammate, friend, sibling, etc.?





DEI

DIVERSITY, EQUITY,
AND INCLUSION



Equity v. Equality

