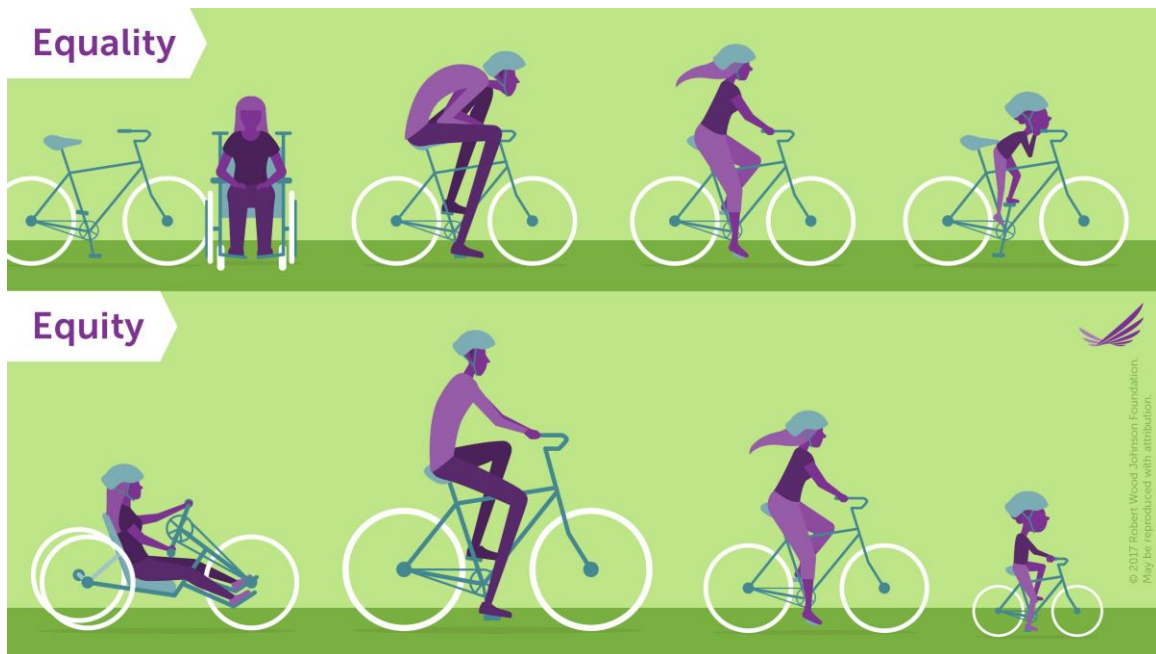


## What is Equity?

Equity is the quality of being fair. When we focus on equity, we recognize that people are unique and need different supports and resources to achieve wellbeing. Identifying and understanding these differences is a necessary part of equitable decision-making. A decision, strategy, or policy is equitable if it is responsive to differences in people’s unique situations and needs.

In contrast, equality is the state of being equal. A decision, strategy, or policy is equality focused if everyone gets the same thing – even if they have different needs. When we focus on equality, we focus on sameness. The differences between people are not considered.

Equity and equality are different. Equality is an important measure of success within a community. We want people to all be equally happy, healthy and safe. However, we know that people need different things to get to there. In order to have equal results, we must provide equitable support.



Equity	Equality
Treat each individual according to their unique needs	Treat each individual in the same manner, irrespective of their differences

Equity is a core value of the Jackson Collaborative Network. We are committed to actively supporting equity in all parts of our work: who participates, the questions we ask, the priorities we set, how we use data, how we align resources, the strategies we design, and how we mobilize to improve our shared action.

Material adapted from: The Annie E. Casey Foundation, Robert Wood Johnson Foundation, Bridging Richmond

**Network Values**

*Equity – We Are Just | Authentic Engagement – We are Engaged | Continuous Learning – We are Learning*