

0:01
today we are talking about equity and
0:03
equality
0:06
you might be wondering wait aren't these
0:08
the same thing
0:10
they look the same they sound similar so
0:14
aren't they the same
0:15
No in fact they're really different
0:17
concepts even though a lot of us get the
0:19
two confused so let's break them down
0:23
probably already know what we mean when
0:25
we say equality we're talking about two
0:28
things that are the same or have a
0:30
similar value
0:33
when we treat two people or two groups
0:35
of people equally we make sure that they
0:38
have or get the same things for example
0:40
if I want to give Betty some apples then
0:43
I need to give Ben the same number of
0:45
apples to treat them with equality
0:49
along the same lines if I want to give
0:51
the nursing program a budget increase
0:53
then I need to make sure that I give the
0:55
culinary arts program the same budget

0:57
increase to treat them with equality
1:01
that makes sense
1:03
but that's not the same thing as equity
1:07
Equity can be defined as giving everyone
1:10
what they need to be successful in other
1:12
words it's not giving everyone the exact
1:15
same thing
1:17
foreign
1:18
and here's where the difference between
1:19
equity and equality really come in
1:21
because it's important to remember that
1:24
if we give everyone the exact same thing
1:26
expecting that will make people equal it
1:29
assumes that everyone started out in the
1:31
same place
1:34
so here's an example
1:36
in this instance we give everyone the
1:39
exact same box we treat them with
1:41
equality so that they can see over the
1:43
fence
1:44
well that's great for the person on the
1:46
left because they were already taller
1:48
but it's not so great for the person on

1:50
the right who still can't see over the
1:52
fence
1:54
from an equity perspective we wouldn't
1:57
want everyone to have the same size box
1:59
because everyone isn't the same height
2:01
to start out with with an equity mindset
2:04
we would get everyone what they need to
2:06
raise them up to the same level
2:09
here's another example
2:11
with equality in mind we can treat
2:13
everyone the same and give them all the
2:16
same bike but that doesn't really help
2:18
the person on the left who can't ride
2:19
that kind of bike or the person in the
2:22
middle that is too small for that bike
2:25
so when we think about this situation
2:27
with Equity in mind Equity tells us that
2:30
we need to give everybody a different
2:32
kind of bike so they can all enjoy a
2:34
bike ride
2:36
as you might guess this is where the
2:38
concept of fairness gets tricky for some
2:40
folks we often think that being fair

2:43
means that everybody gets the same thing
2:45
and that's what we were taught when we
2:47
were growing up
2:48
but fairness really only works when
2:51
we're all the same to start out with
2:55
so this is a new idea for many of us to
2:57
think about
2:58
there is this great American saying that
3:00
people just need to work hard enough and
3:03
pull themselves up by their own
3:04
bootstraps it's this idea that everyone
3:06
can be successful if you just work hard
3:09
enough
3:10
well that's a lot easier to do when some
3:12
of us were born with longer arms to pull
3:15
up those bootstraps or maybe we were
3:17
given longer bootstraps when we bought
3:19
our boots
3:20
so let's think about moving away from
3:22
the bootstrapped idea and instead think
3:25
about shoes
3:26
there is a quote by nahid Dasani that
3:29
goes equality is giving everyone a shoe

3:32
but Equity is giving everyone a shoe
3:35
that fits
3:36
thank you
3:38
foreign
3:39
[Music]

[1:17 Now playing](#)

Equity vs. Equality