

EQUITY VS EQUALITY

- **Equity** is giving everyone what they need to be successful. Equality is treating everyone the same.
- **Equality** *aims* to promote fairness, but it can only work if everyone starts from the same place and needs the same help.
- **Equity** can *appear* unfair, but it actively moves everyone closer to success by “leveling the playing field.” But not everyone starts at the same place, and not everyone has the same needs.

“When you’re accustomed to privilege, equality can feel like oppression.” - Unknown

RACIAL EQUITY

Racial equity is a state that exists when one's racial identity no longer predicts, in a statistical sense, how one fares. It requires the elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fails to eliminate them.

RACISM

Racism is a system of social structures that provides access, safety, resources, and structural power to those with racial privilege and denies it to those without. It creates the systematic oppression of a group of people which is sanctioned by a country, majority or ruling class.

Racism is **designed** to produce and reproduce race-based inequities.

Racism is committed only by the ruling class because **they have the power that comes with racism.**



Internalized Racism

Internalized racism lies *within* individuals and is the acceptance and affirmation of a racial hierarchy that places whiteness at the top or the center. This manifests through one's conscious or subconscious thoughts and behaviors, and can be internalized as inferiority *and* superiority.

Examples: prejudice, xenophobia, internalized oppression and privilege, and biases (conscious and unconscious) about race influenced by the dominant culture.

These definitions were presented in Philanthropy New York's Leading with Race Equity and are credited to Race Forward and True North EDI.



Interpersonal Racism

Interpersonal racism occurs between individuals. Once we bring our private beliefs about race into our interactions with others, we are now in the interpersonal realm.

Examples: public expressions of prejudice, hate, bias and bigotry between individuals.

Institutional Racism

Institutional racism occurs within institutions. It involves discriminatory treatment, unfair policies and practices, and inequitable opportunities and impacts, based on race.

Examples: A school system that concentrates, people of color in the most overcrowded, under-funded schools with the least experienced teachers.

Structural Racism

Structural racism is racial bias across institutions and society. It's the cumulative and compounded effects of an array of factors that systematically privilege white people and disadvantage people of color.

Examples: The “racial wealth divide” (where whites have many times the wealth of people of color) results from generations of discrimination and racial inequality.