

Chicagoland Equity Delegation The Equity Statement of Principle

Equity is achieved by intentionally, deliberately eliminating inequities and disparities adversely impacting marginalized people in a just and fair society. Equity is achieved when people have the opportunity to achieve optimal life outcomes, reach their full potential and no one is deprived from achieving their potential due to their race, gender, sex, economic position or other socio-economic determinants. Equity is an answer to the historical and contemporary injustices experienced by people in a marginalized, disadvantaged position.

Equity ≠ Equality

Equity is not the same as Equality. Equality means everyone has access to the same resources. Equity, in contrast, means people receive resources based on their needs and their potential to benefit.

Distribution of Resources

Equity is the fair, just and equitable distribution of resources (money, power, services, etc.), prioritizing those who need the most and who stand to benefit the most.

Racism

Equity is the public acknowledgment of structural, institutional, and systemic racism in our society. Equity is a public commitment to addressing racism in a way which is direct and honest.

Diversity & Inclusion

Equity is a public commitment to intentional diversity and radical inclusion. Equity is the promise to reflect diversity in a way which is intentional. This means achieving real inclusion is something that is beyond the realm of normal effort and is the extra effort to be inclusive of all persons; especially those who have traditionally been marginalized and disenfranchised in our society.

Local Innovation

Equity is the recognition of local, community leaders as national leaders, highlighting, elevating, and energizing their work being done at the neighborhood level and its role in addressing problems at the national level.

Public Policy

Equity is the development and implementation of public policy designed to equitably direct resources where they are needed the most and where they will cause the most benefit.

Inequities, Disparities, and an Equity Strategy

Inequities are the differences in life outcomes that are avoidable, unfair, and unjust. Inequities are caused, in part, by social, economic, environmental conditions and the discriminatory, inequitable distribution of resources. Disparities are the differences in life outcomes among groups of people.

An equity strategy begins with understanding the root causes of inequities and disparities. An equity strategy then works to eliminate avoidable inequities and disparities requiring short-and long-term actions, particularly focusing on groups that have experienced major obstacles associated with socio-economic disadvantages and historical and contemporary injustices.

Equity is the way forward to create a society where we all participate, prosper, and reach our full potential.