**What is Equity Video Script**

As you begin your strategic plan, we want to support your efforts by strengthening your understanding of diversity, equity and inclusion. Remember, the overall goal for this initiative is to build a high-level diversity plan that includes systems of accountability that will take care of all members of our community, build leadership and organizational capacity while working to dismantle policies, procedures and process that marginalize.

As you develop and implement your strategic plans, it is critically important that you bring a critical equity lens to your efforts. This video is a quick overview of equity and its importance in the plans you will be creating.

[Show equity and equality infographics]

[Image description: The top of the image has four different people given the same bicycle. One person uses a wheelchair and cannot use the bike, one person is too tall, one person is too small, and one person is able to use the bike comfortably.

The bottom image has the same four people, but each have a bike made specifically for their use. The person in the wheelchair has an accessible bike with hand pedals, the taller person has a large bike, the smaller person has a smaller bike, and the last person has the same bike from the top image.]

This infographic shows the difference between equality and equity.

Equity is distinctively different from equality. Equality is providing every person the same thing regardless of background, experiences or specific needs.

With this infographic we see equality demonstrated as everyone gets the same bike.

Equity is about crafting solutions that meet the needs of different groups based on their histories and access to resources. It is outcome oriented and deals with specificity.

Equity deliberately and intentionally tackles what is unfair so to lead to the outcome of fairness by taking into account different starting places. It is the continuous identification and examination of institutional policies, practices and structures to actively seek parity in student, staff and faculty outcomes.

In this case, individuals are given bikes based on their need. When individuals have what they need and barriers are reduce, they are able to thrive.

In completing this plan, the leader will need to reinforce the use of equity-minded decision making. The equity-minded approach does not blame the underserved or marginalized students, faculty or staff as being the problem. Instead, equity-minded professionals seek to understand where practices and procedures may hinder success. The goal is to provide a resolution which creates the space where all members of the community have their needs met.

Strategic Plan leaders are asked to utilize an equity lens in building teams, organizing plans, understanding and using data and in setting goals.

To further explore equity, feel free to visit our website for more resources. You and every member of your team are key players in achieving this goal. The Division of Diversity, Equity and Inclusion is here to help you along the way. You can do it!