

Tools for Integrating an Equity Lens

EQUITY GLOSSARY

Empowerment encompasses measures and tools to increase self-determination for historically-marginalized people and communities so they can represent their own interests; it is also when members of these groups actively work to redistribute social power more equally.

Ethnicity is defined as traits, backgrounds, allegiances, associations, etc. that divide people into social groups. Ethnicity is a social construct based on social characteristics.

Equality is the access or provision of equal opportunities. Equal treatment does not result in equal access when everybody is different. True equality can only be achieved through practicing equity.

Equity is when all people are given equal rights and opportunities; when no one is disadvantaged from achieving their potential because of their race, ethnicity, social position, or other socially-determined circumstance.

Diversity is simply what makes us different from each other, whether these differences are immutable characteristics or not. The term can also encompass an appreciation of those differences. The practice of diversity is ensuring a representation of these different characteristics.

Implicit bias refers to biases that exist outside our level of conscious awareness, but that are developed through the course of our lives in response to messaging, stereotyping, and experience. They are different from explicit biases that individuals may try to conceal in that they operate outside of our level of intentional control, but nevertheless affect perception and judgments that lead to actions.

Individual Racism includes overt or covert actions toward a person or group that express prejudice, bias, or hate on the basis of race or ethnicity.

Inclusion is deliberately creating a culture acceptance of diversity, one in which people feel comfortable enough, and empowered to, participate in decision-making processes.

Institutional Racism describes patterns of attitudes, behavior, and policies at the institutional level that, either intentionally or unintentionally, have the net effect of disadvantaging individuals from minority racial or ethnic groups.

Privilege is access or availability based on their race, ethnicity, social group membership, gender, sexual orientation, etc. Privilege can exist across and within groups (for example, men with respect to women).

Race is a social construct that divides people into groups based on observable characteristics such as skin color, hair texture, and eye shape.

SOURCES:

America Healing [Racial Equity Resource Guide Glossary](#); Dictionary.com; The Aspen Institute [Glossary for Understanding and Dismantling Structural Racism/Promoting Racial Equity Analysis](#); and Center for the Study of Social Policy [Race Equity – Glossary of Terms](#)

Are you interested in more tips and tools for taking an equity lens?

Spark Policy Institute's (www.sparkpolicy.com) interactive Tools for Integrating and Equity Lens is available at www.sparkpolicy.com/tools/equity. Please share your stories about integrating equity into your planning process, share your tools, and access tools and ideas from other organizations.



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