



Do Now

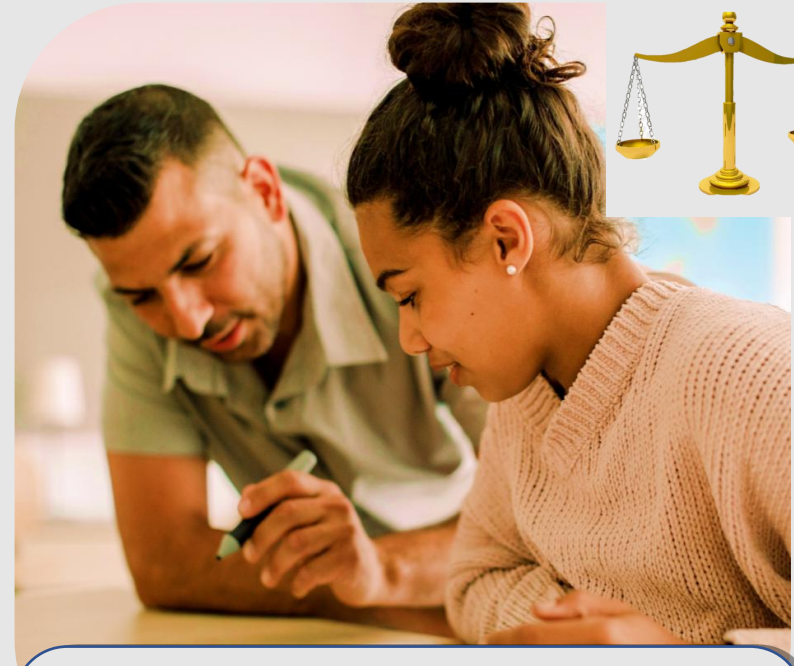
Equity and equality – what's the difference?



Danni is a very bright student. Her parents are very wealthy, and she attends a prestigious private school in London.

Vikram is just as bright – in fact, his grades are slightly better. Vikram attends his local comprehensive school, in Oldham, which is also very good. They are both applying for the last available computing course scholarship at a top American university. Danni is British-Jamaican and Vikram is British-Indian.

Discuss: From the information you have, who do you think gained a scholarship?



What do equality and equity mean?

I think equity and equality mean...

Equity and equality – what's the difference?



Learning outcomes:

Describe the difference between equity and equality. Explain why both are important to help promote fairness in society, as well as the positives and negatives of each.

Equality - the state of being equal, especially in everyone having the same rights and the same opportunities.

Equity – allocating additional help or resources to people in order for them to achieve the same outcomes as others.

Now we know the difference between equality and equity, let's see if we can really nail it and place all our scenarios in the right categories.

Put it into practice!

Are the scenarios promoting equality, or equity? In your booklets please either colour code or write onto each scenario which category it falls into



Sarah saw a job online. It said, 'we are particularly interested in hearing from recently qualified female applicants.'	Tiri's parents were given money from a school hardship fund. Not everyone got this, it was assessed based on family income.	Every person in Britain is allowed one vote in an election, this applies to everyone when they are 18.	The age of criminal responsibility in England, Wales and Northern Ireland is 10 years old.
Az asked if she could apply to be on the student council at school. 'Of course,' said her teacher. 'Any student can.'	The Stormy Scholarship provides financial support to UK black students to fund expensive university costs.	Some American airlines now allow a free second seat for people of a larger size to travel in comfort.	The Civil Service graduate scheme has a maths test for every applicant. If you don't pass the maths test, you can't join the Civil Service.
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Answers



EQUALITY

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EQUITY

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Danni and Vikram:

Danni and Vikram became friends after attending a scholarship open day, run by university representatives in the UK.

They messaged each other after receiving their letters from the university.

'I can't believe you didn't get in', said Danni. 'Your grades are better than mine.'

Vikram was despondent but wished Danni the best of luck.

Neither of them could really understand how the university had made this decision.

Watch the clip short below and with a partner discuss what may have happened. Be ready to feedback shortly.

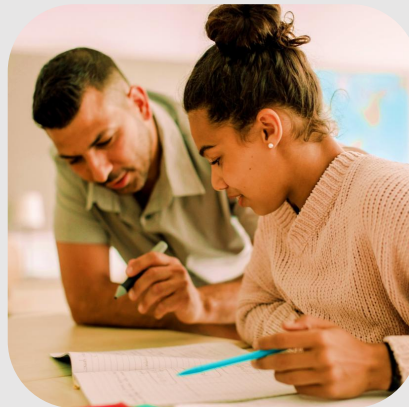
<https://www.youtube.com/watch?v=aTsoXs1E5to>



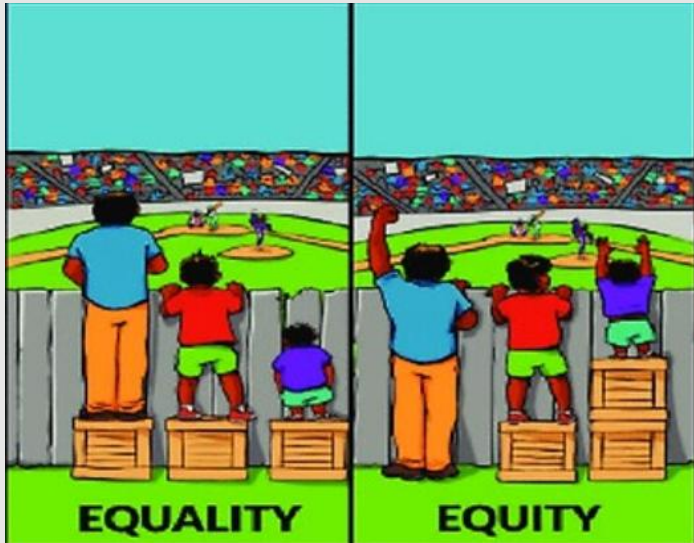
In this case, although a controversial idea, Vikram speculated that he lost out on a place because there may have already been many male, Asian students on the computing course, despite him having better grades.

In the university trying to promote racial **equity**, he feels he has lost out. Many other people felt the decision was fair. There may not be many (or any) black female students on the course, and so the university is promoting equity amongst different racial backgrounds.

Is this fair on an individual level to Danni and Vikram?



Equity and equality – what's the difference?



<https://www.youtube.com/watch?v=VUJdUYfJT6A>

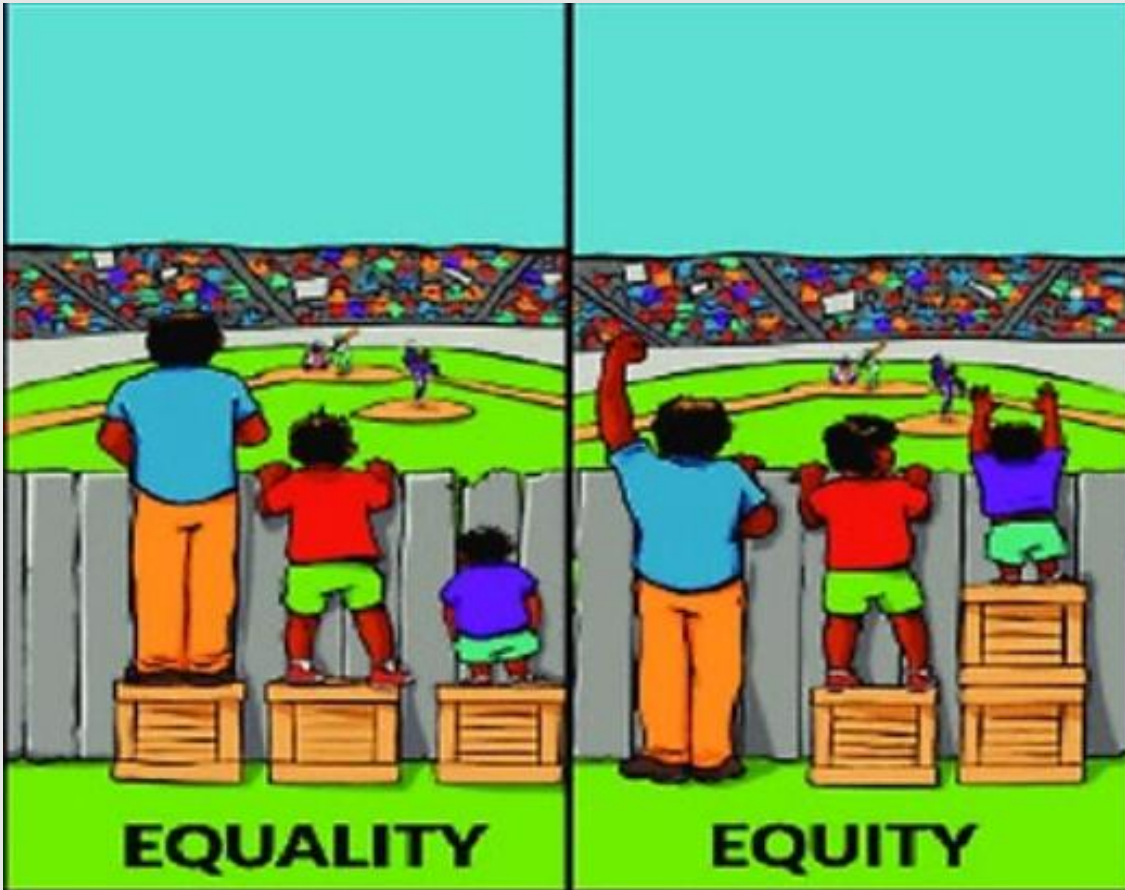
As you watch the clip, **note down three problems with only relying on equality of opportunity.** Then, give a real-life example of how **equal opportunity is not always a level playing field to begin with.** Be prepared to feedback.

You may have seen equity and equality explained like this before (image left).

The idea of **equity** is that some people need extra help, so everyone can achieve the same outcome in the end.

The idea of **equality** is that everyone is given the same opportunity (at the start) although their outcomes may be different at the end.

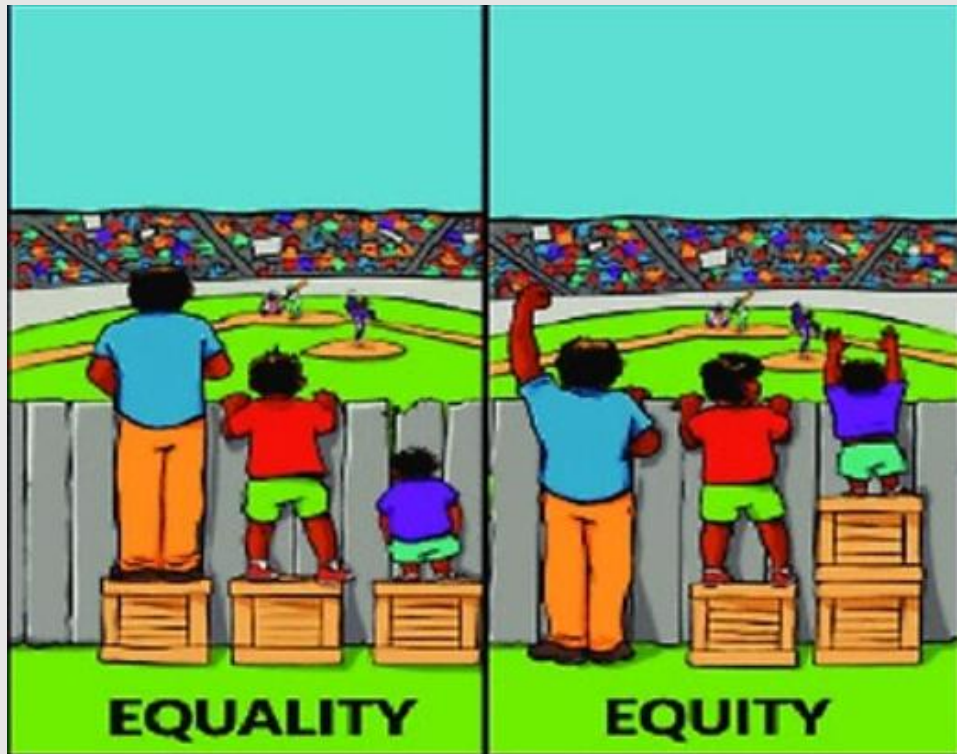
Equity and equality – what's the difference?



As we've seen – equity is a good alternative to equality of opportunity, **but** there are problems with this too. This is because there are **countless** factors which might mean a person has a less advantaged start in life and it's almost impossible to take them all into account.

These could be financial problems, or a terrible childhood which has impacted their long-term mental health, or a debilitating disability.

Equity and equality – what's the difference?



Unfortunately, most equity schemes to help people only focus on one thing – this may be a person's gender, race, able-bodiedness or class.

This means that individuals tend to be classified into a group, such as female, Asian, able-bodied or financially disadvantaged.

This *can* potentially lead to a perpetuation of generalisations (or even stereotypes) in society, where we see certain groups as needing more help than others or not having the same potential to begin with.

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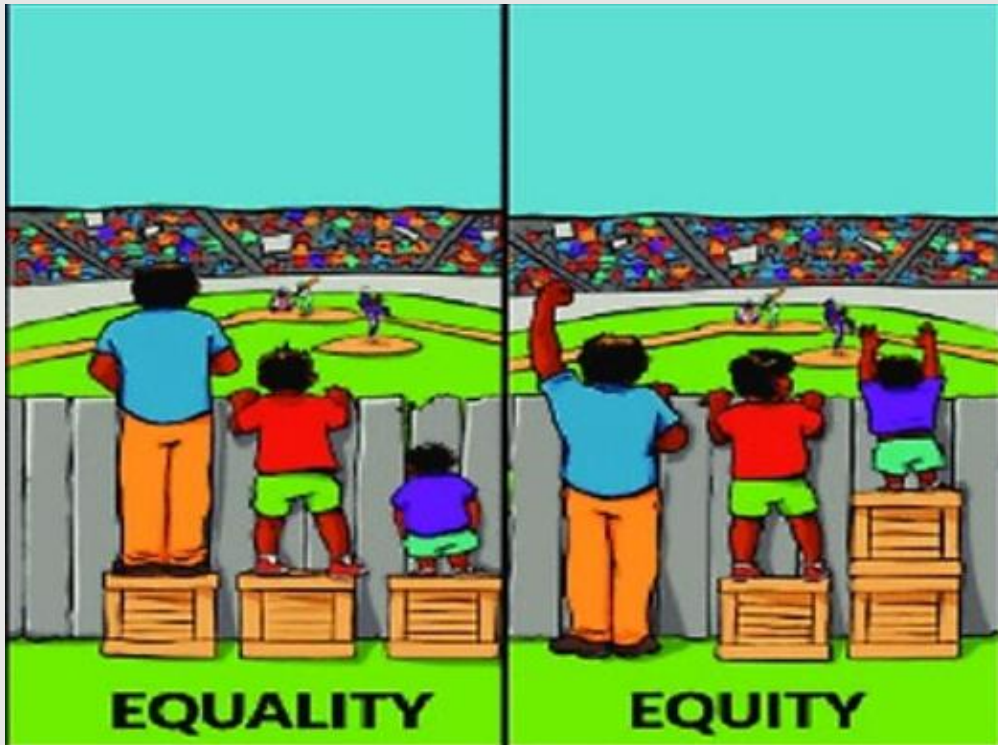


In our starter case, we see that Vikram's family had much less money, and he grew up in what is considered a poorer area of the UK, compared to Danni, who is very wealthy, lives in London and attends a private school.

When Vikram explained this to Danni, she replied 'I'm glad I got in, but I feel like I've not got in based on my abilities now.'

Equity and equality – what's the difference?

DID YOU KNOW? Although the names have been changed, the Vikram and Danni case is based on a hundreds of true, very similar stories.



Because the university knew there weren't as many black females on that particular course and prioritised improving their racial percentages over the students' grades, the space went to Danni.

The university stated they were trying to improve **equity** for black females in the tech industry, but this means they were only looking at Danni as a black female and Vikram as an Asian male, rather than all the aspects that make them complex, individual human beings.

Equity and equality – what's the difference?



The university focused on **equity** in their placements. Had the university placements just focused on **equality**, they would have done a blind admission test (this is when the university doesn't know the name, sex or ethnicity about the person they are admitting – they just pick those with the best scores).

As we've seen from the last video clip, equity is a good idea in theory and is very well meaning too.

There are many cases where it DOES make life fairer. For example, **equality** would mean all parking spaces being equally spread around a shopping centre. **Equity** means placing the disabled spaces nearer the front doors of the shopping centre.

Like equality of opportunity, sometimes equity works, sometimes it doesn't. But we can never have true equity as every person is so different and has so many factors to consider about their lives.



On the next slide are some statements taken from people on social media about equity. For each one, write in your books whether the person thinks equity is generally a positive or negative idea and why.

Read the statements carefully on your handout.

For each one:

- 1) Write in your booklets whether the person thinks **equity** is generally a positive or negative idea.
- 2) Explain why it is they think this.
- 3) Explain whether or not you agree with them and why.
- 4) Optional – create a counter-argument to their statement.



...and Jewish students at my college were leave early on a Friday afternoon for Shabbat. Many of those students were not even playing football. I wasn't allowed to leave early as I didn't have a religion – so no football for me.

'I really don't want to board a plane where the pilot has been recruited based on filling diversity quotas rather than skill. I don't care what colour they are, or if they're LGBT+ or not, I just want the very best pilot, so they won't make a mistake and crash the plane.'

'Equity singles people out and reduces them to a group identity, for their treatment to be decided on through stereotypes. Many people don't like this, they'd rather be seen as a whole person than reduced to their sexual identity, skin colour or other group identities which may not even resonate with them personally.'

'It was an equity scheme that allowed me to find a brilliant and permanent job. If the advert hadn't have said, we're particularly interested in hearing from applicants from a minority background, I might not have applied and may not be so successful today.'

A focus on equity rather than equal opportunities may mean that after generations of prioritising fairness in recruitment, (whilst other countries focus on just recruiting based on the best skill and talent), we could be left behind on the world stage, economically and, more frighteningly, militarily.

My school assessed me and as I was behind in English, arranged additional catch-up classes just for myself and two others. At the time I felt singled out – but now I genuinely think this was the main thing that helped me pass my English GCSE.

'The problem with equity is that it's always applied to groups rather than individuals. But there's so much variation within groups. For example, at my school all kids with dyslexia were given a laptop, which they could also take home to use. It was a nice idea, but many already had a laptop and didn't need another, yet many of the kids from poorer families would really have appreciated one.'

'Of course, equity isn't perfect – but the point is that we are taking a further step towards making the world a fairer place.'

My son has free school meals. I had to fill in a form to show I was in a lower income bracket. I've probably saved about £500 a year because of the equity scheme for free school meals. That's massively helped me out.

My office allows me flexi-time, which is perfect for me as a single-dad getting children from school. I know not everyone gets this, but I do have a good reason.



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NEGATIVE

At what point do you decide if someone needs to be helped through an equity scheme? How disabled do you have to be? A wheelchair user? Partially sighted? Who makes these decisions? How much of a person of colour must you be? One parent of colour? Two? One grandparent? Where do we draw the line?

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Discrimination helplines and charities:

diversesecymru.org.uk

Welsh charity committed to supporting people facing inequality and discrimination. Offers mental health services to people from Black and minority ethnic backgrounds through its mental health projects.

baatn.org.uk Provides a list of therapists from Black, African and Asian backgrounds, and signposts to local mental health and advocacy services.

muslimcommunityhelpline.org.uk

Provides listening and emotional support for members of the Muslim community

[LGBT national help centre: 888-843-4564](http://www.gov.uk)

[Equality Advisory Support Service \(EASS\) - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

For advice on any type of discrimination, including disability, sex and race.



Need Support? You're Not Alone



If anything in today's lesson has affected you, or you want to talk to someone, there is help available.

Mental Health & Low Mood

YoungMinds – <https://www.youngminds.org.uk>

Kooth – <https://www.kooth.com>

Mind – <https://www.mind.org.uk>

Talk to Someone

Your Tutor or Head of Year – We're here to help.

Wellbeing Team and School Nurse

Report a Concern on Satchel

Safeguarding Team with the Purple lanyards

Healthy Lifestyle

NHS Every Mind Matters – <https://www.nhs.uk/every-mind-matters>

Change4Life – <https://www.nhs.uk/change4life>

Apps That Can Help

Calm – For mindfulness and sleep.

Headspace – Meditation and stress relief.

Clear Fear – Manage anxiety (designed for young people).

MeeTwo – Anonymously talk to other teens, moderated by experts.

Eating Concerns

Beat Eating Disorders –

<https://www.beateatingdisorders.org.uk>

NHS Live Well – Eating Disorders –

<https://www.nhs.uk/mental-health/conditions/eating-disorders/>