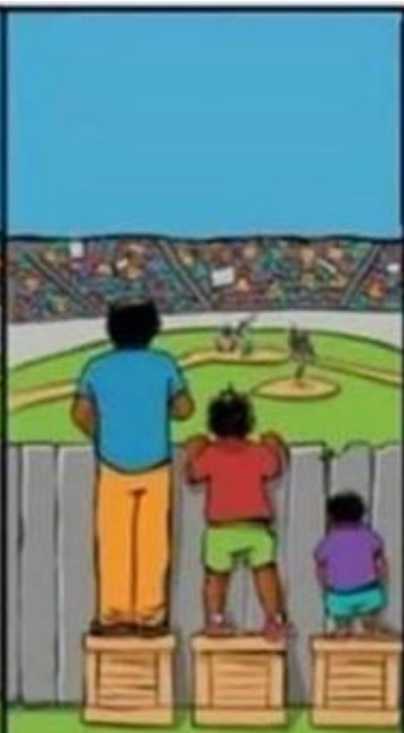

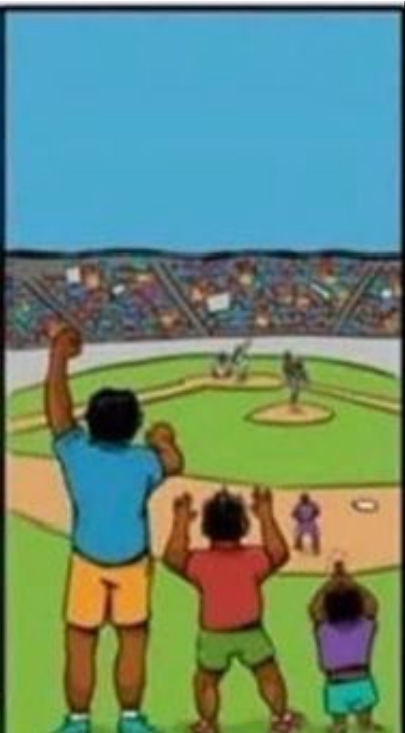

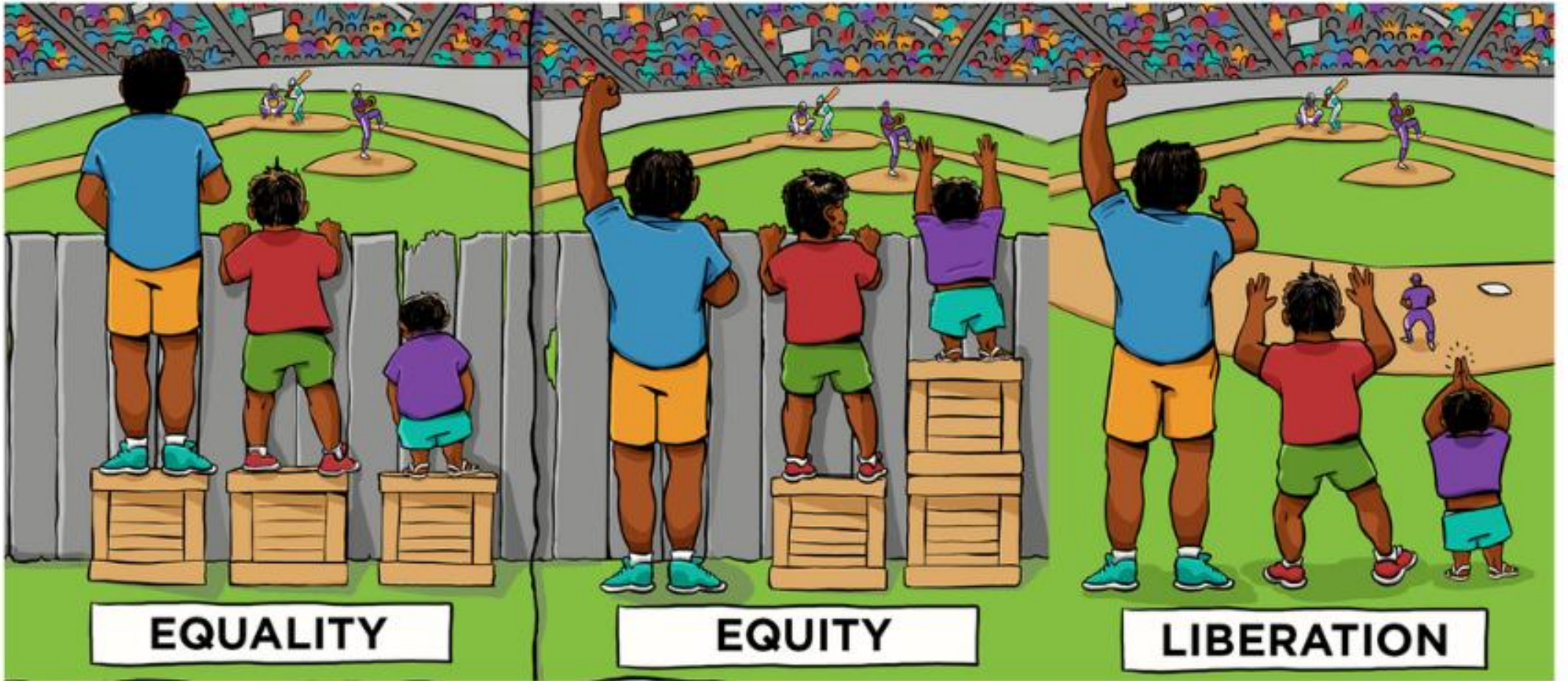
 <p><b>REALITY</b></p>	 <p><b>EQUALITY</b></p>	 <p><b>EQUITY</b></p>	 <p><b>JUSTICE</b></p>	 <p><b>INCLUSION</b></p>
<p>One gets <b>more than</b> is needed, while the other gets <b>less than</b> is needed. Thus, a huge disparity is created.</p>	<p>The assumption is that <b>everyone benefits from the same supports</b>. This is considered to be equal treatment.</p>	<p><b>Everyone gets the support they need</b>, which produces equity.</p>	<p>All 3 can see the game without supports or accommodations because <b>the cause(s) of the inequity was addressed</b>. The systemic barrier has been removed.</p>	<p>Everyone is <b>INCLUDED</b> in the game. <b>No one</b> is left on the outside; we <u>didn't</u> only remove the barriers keeping people out, we made sure they were valued &amp; involved.</p>



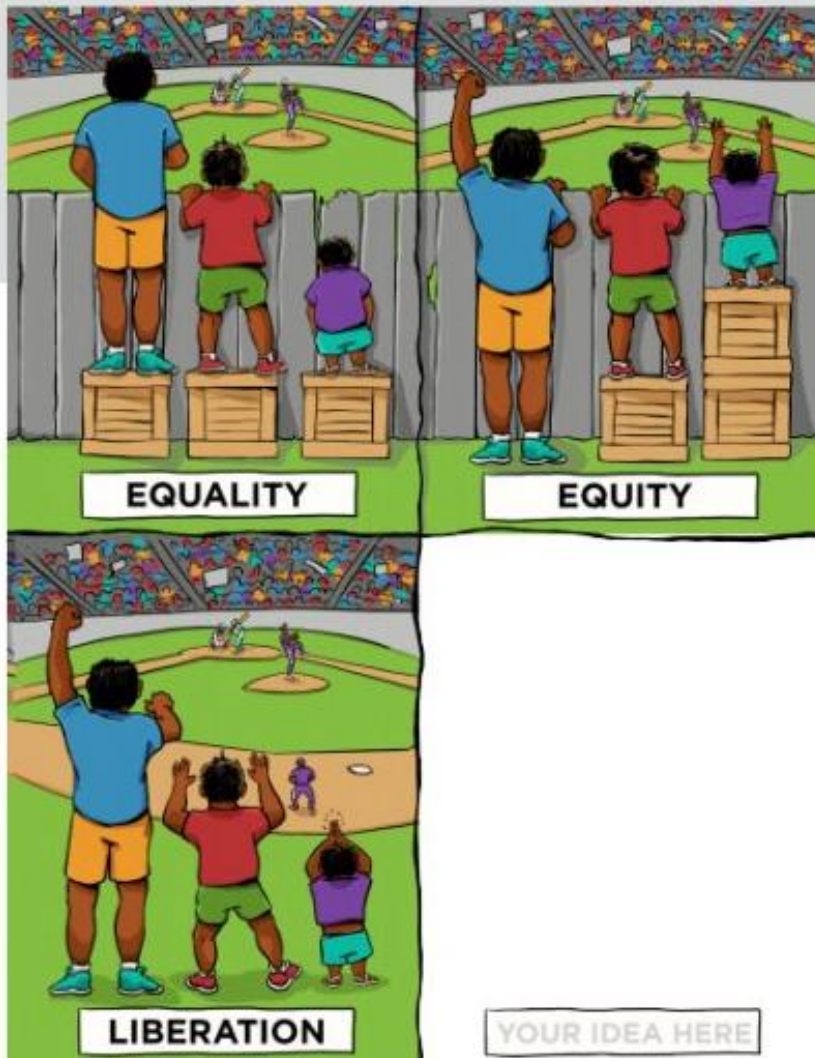
**EQUALITY**

**EQUITY**

**LIBERATION**



# #the4thBox



**Could there be more to this story?**

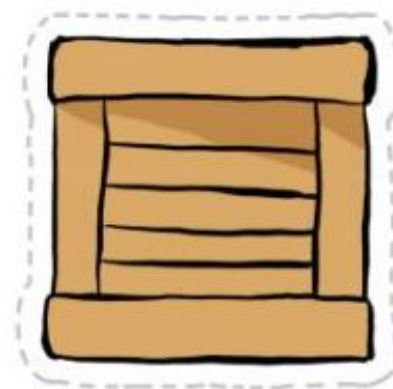
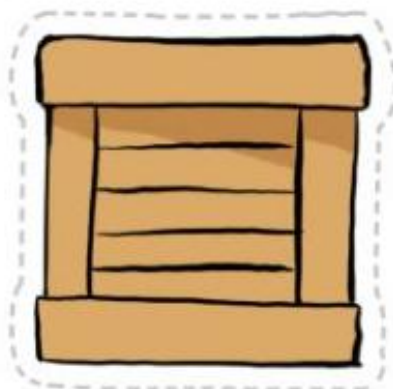
What will you put in #the4thbox?

## INSTRUCTIONS

1. Cut out the various pieces in this kit, and rearrange them to illustrate a new idea related to equity and social justice.
2. Tape or glue them to the last sheet in the kit.
3. Snap a photo and tweet or FaceBook it using #the4thbox!

## TIPS

- Draw and add additional objects to extend the metaphor.
- Draw your own people to address questions of identity and difference
- Draw a new setting on a blank piece of paper.
- Explore the meanings of each element of the metaphor as you think about your own vision.



IISC @IISCBlog · May 4

For many of us, it is hard to envision liberation or freedom [interactioninstitute.org/the4thbox-cuto...](http://interactioninstitute.org/the4thbox-cuto...) #The4thBox can help!



# EQUALITY



# EQUITY



# Equality

vs.

# Equity



## EQUALITY

VS.

## EQUITY



**EQUALITY = SAMENESS**  
**GIVING EVERYONE THE SAME THING**  
It only works if everyone starts from the same place



**EQUITY = FAIRNESS**  
**ACCESS TO SAME OPPORTUNITIES**  
We must ensure equity before we can enjoy equality



# Fair doesn't mean Equal

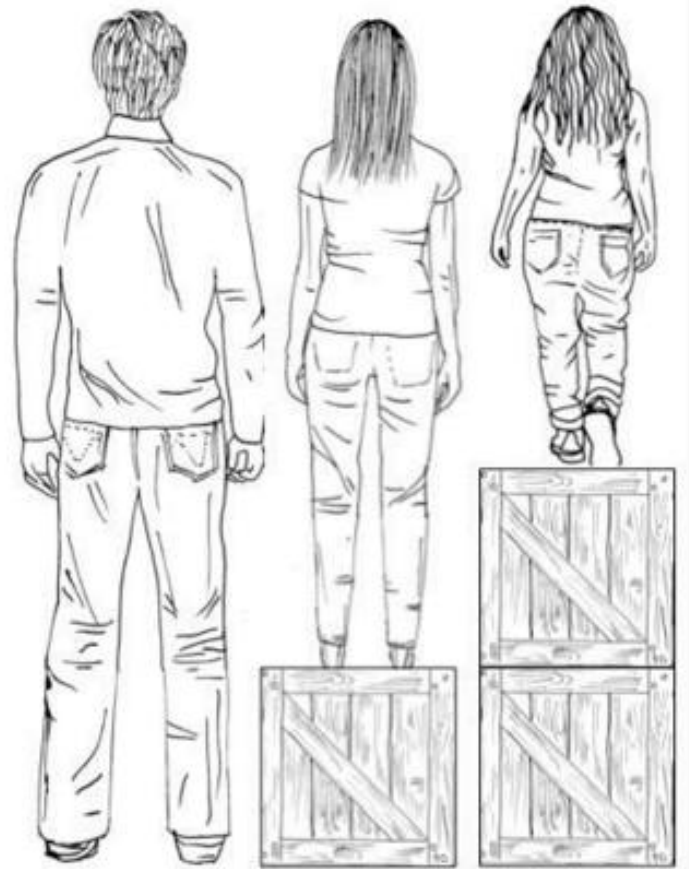
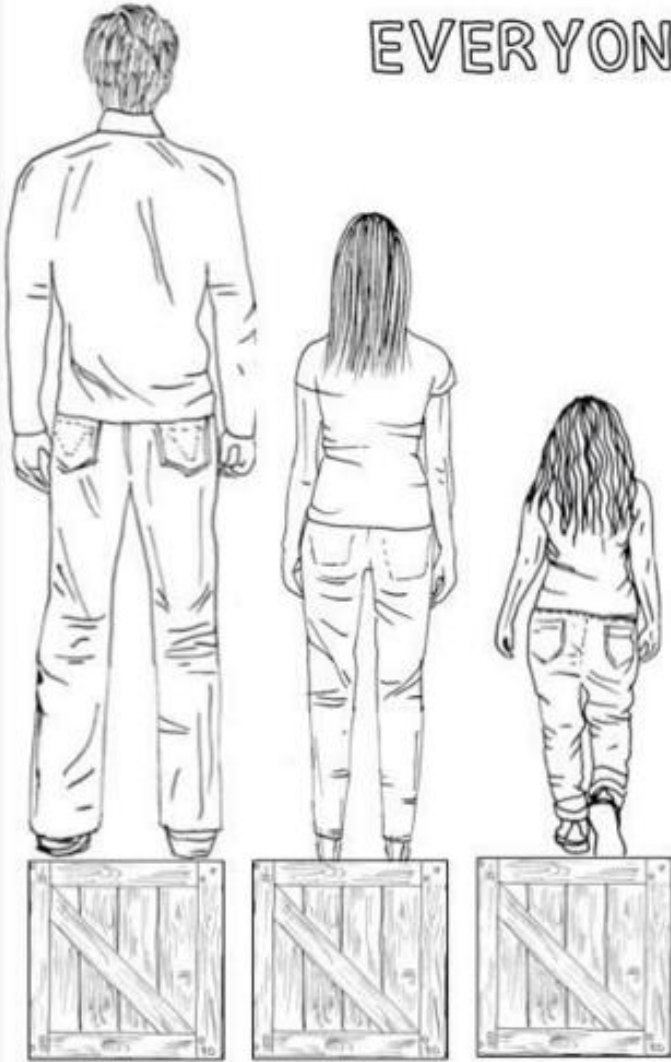


This is Equal.



This is Fair.

EQUALITY DOESN'T MEAN TREATING  
EVERYONE THE SAME



SAME  
TREATMENT

EQUALITY

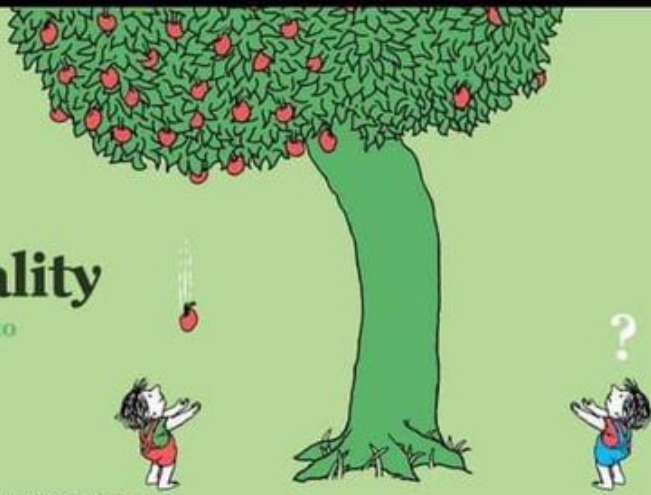
*Equity vs Equality aka Egalitarianism vs Feminism (Image Credit: Jacob Komesaroff)*



# Inequality

Unequal access to opportunities

Source: @bunchbrash in the 2019 Design in Tech Report



# Equality?

Evenly distributed tools and assistance

Source: @bunchbrash in the 2019 Design in Tech Report



# Equity

Custom tools that identify and address inequality

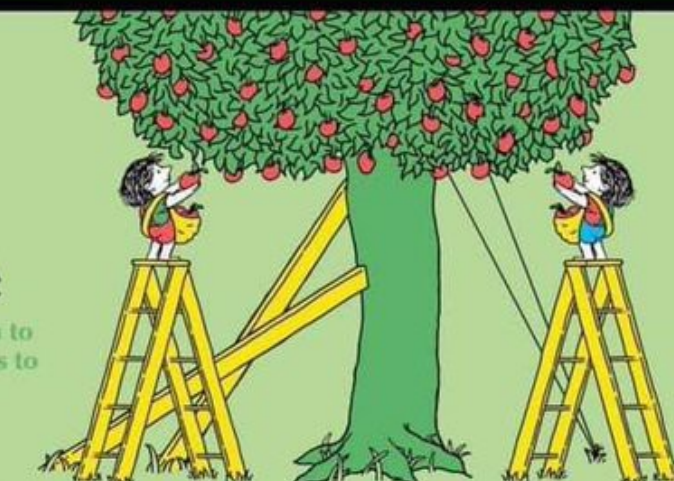
Source: @bunchbrash in the 2019 Design in Tech Report



# Justice

Fixing the system to offer equal access to both tools and opportunities

Source: @bunchbrash in the 2019 Design in Tech Report



# Creating Better Health for All



**Equality**

...doesn't mean...

**Equity**