



GLOBAL HR

Community

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EQUITY VS. EQUALITY

**UNDERSTANDING THE DISTINCTION AND ITS
IMPACT IN ORGANIZATIONS AND SOCIETY TO
TRANSFORMATION AND FULFILMENT**



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ABSTRACT

The concepts of equity and equality are often used interchangeably, yet they stand for distinct principles of fairness and justice in society and organizations. Grasping these concepts is crucial for addressing disparities and fostering a more inclusive environment.



EQUITY VS. EQUALITY

EQUITY

In contrast, equity recognizes differences and provides varying levels of support based on individual needs to achieve fair outcomes. This approach acknowledges that people's circumstances differ and these should be accounted for to truly level the playing field. Equity aims to give people what they need to lead full, healthy lives.

VS

EQUALITY

Equality involves providing the same resources or opportunities to everyone, regardless of their starting point. It presumes a level playing field and aims to promote fairness by treating everyone identically. However, it often overlooks the unique circumstances and needs of different individuals or groups.

WHY EQUITY IS IMPORTANT IN ORGANIZATIONS AND SOCIETY

Acknowledging Diversity:

Equity recognizes the diverse backgrounds, experiences, and challenges that individuals bring. This is essential in a global society and workforce where demographic patterns are intricate and varied.

Customized Support:

Equity allows organizations and societies to tailor resources and opportunities to meet the specific needs or barriers that different groups encounter. This is fundamental for enabling everyone to reach their full potential.

Promoting Fairness:

Equity addresses injustices and systemic inequalities that have persisted over time, creating an environment where everyone has the opportunity to succeed. This is key to building trust and cohesion within communities and workplaces.

Enhancing Engagement and Productivity:

In organizations, equitable practices can lead to higher job satisfaction, better employee engagement, and improved productivity. When employees feel valued and fairly treated, they are more likely to contribute effectively.

Driving Sustainable Growth:

Equity is crucial for sustainable development. Ensuring that all groups have access to necessary resources and opportunities helps societies achieve more stable and robust economic growth.

PRACTICAL STEPS TOWARDS EQUITY

1) Conduct Needs Assessments: Regular assessments can help understand the specific needs of different groups.

2) Tailor Policies and Programs: Develop policies and programs that address these specific needs rather than applying a one-size-fits-all approach.

3) Monitor and Adjust: Continuously monitor the effectiveness of these initiatives and make adjustments as necessary to ensure they meet their equity goals.

4) Educate and Train: Conduct training sessions to educate stakeholders on the importance of equity and how it differs from equality.

5) Create Inclusive Spaces: Foster environments where all voices can be heard and considered, supporting the implementation of equitable practices.

Ultimately, while equality aims for fairness by treating everyone the same regardless of their circumstances, equity achieves fairness by treating people differently based on their needs. In both organizational and societal contexts, striving for equity is often more just and effective, recognizing that true fairness isn't about sameness, but about allocating the resources and opportunities necessary to reach an equal outcome.

An equity leader possesses a specific set of qualities that enable them to effectively champion fairness and inclusivity within an organization or community.

KEY QUALITIES OF AN EQUITY LEADER:

Empathy

Empathy is at the core of equity leadership. Leaders must be able to understand and share the feelings of others, particularly those from different backgrounds or with different experiences. This understanding helps to ensure that policies and actions are considerate of all members' needs.

Cultural Competence

Equity leaders must have an awareness of and respect for different cultures and perspectives. This includes understanding the social, cultural, and economic contexts that influence individuals' behaviors and needs. It also involves recognizing one's own biases and working actively to mitigate them.

Commitment to Fairness

A strong commitment to fairness is crucial. Equity leaders work to ensure that everyone has access to the same opportunities for success. This involves addressing systemic inequalities and ensuring that decisions and policies promote fairness.

Strategic Vision

Effective equity leaders must be strategic in their thinking. They need to foresee potential challenges and opportunities for promoting equity and develop comprehensive strategies to address them. This involves setting clear goals and metrics to measure progress toward equity.

Collaborative Skills

Equity leaders excel in collaboration. They bring people together from diverse backgrounds to discuss, design, and implement policies and initiatives. These leaders know how to build consensus and make everyone feel valued and heard.

Transparent Communication

Clear and open communication is essential for equity leaders. They need to communicate the importance of equity, the specific actions being taken, and the rationale behind these decisions. Transparency builds trust and ensures that all stakeholders understand and support equity initiatives.

Adaptability

The ability to adapt to changing circumstances and feedback is vital. Equity leaders must be willing to adjust their strategies based on what is or isn't working and be open to feedback from all levels within an organization or community.

Inspirational Leadership

Equity leaders inspire others by modeling the values of inclusivity and respect. They encourage others to strive for equity and demonstrate what inclusive leadership looks like in action.

Accountability

They hold themselves and others accountable for advancing equity. This includes monitoring progress towards equity goals and making adjustments as necessary. It also involves holding team members accountable for their behaviors and decisions regarding fairness and inclusion.

Resourcefulness

Equity leaders are resourceful in finding or creating the means necessary to support equity initiatives. They seek out resources, whether they be financial, human, or informational, to support the goals and strategies of equity.

Equity leadership is about more than just intentions; it's about action and impact. Leaders with these qualities can effectively drive changes that lead to more equitable outcomes in their organizations and communities.

AUTHOR:

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He is also the Co-Founder of Visara Human Capital Services a leading Human Capital Consulting and Service firm, powered by AI and the Global HR Community a platform designed to bring together HR professionals, people managers, and leaders from diverse functions and industries to connect, collaborate, learn, and contribute. GHRC aims to create a

space where members can bring their whole selves to work and celebrate life.

Sreekanth has over 30 years of experience across the service and manufacturing industries. He has a wide range of experience in human resources management, people supply chain management and organizational development, technology leadership and quality management.

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