

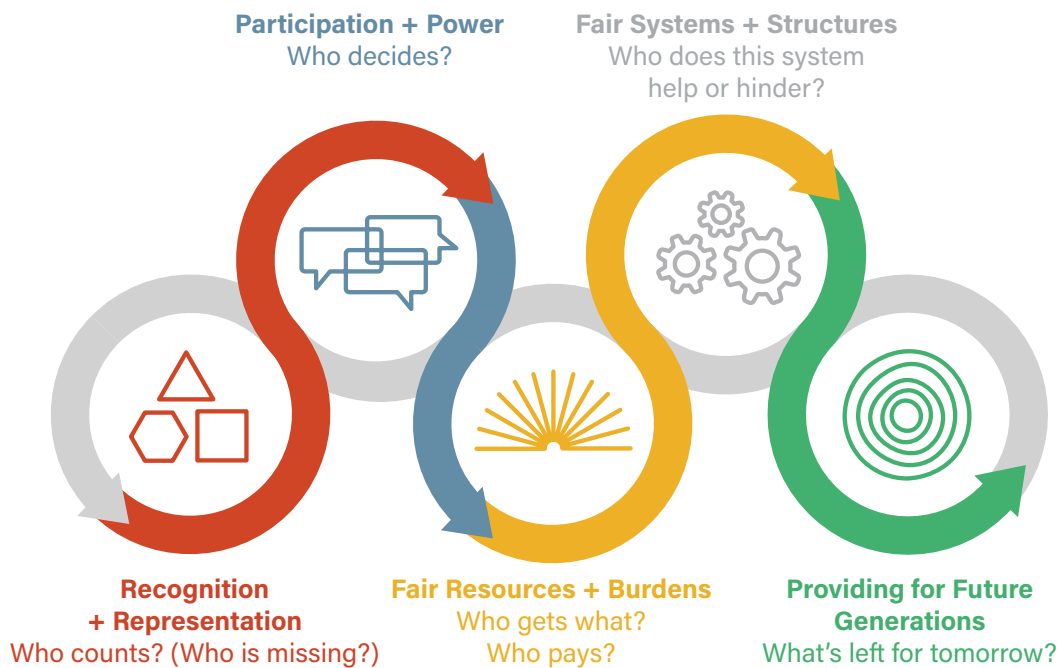
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# EQUITY MEANS...

We all have what we need to thrive, no matter who we are and where we live, now and for generations to come.

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## FIVE BUILDING BLOCKS FOR EQUITY



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## FIVE PRACTICES TO ADVANCE EQUITY

**1** Recognize and represent excluded experiences and perspectives.

**2** Strengthen community participation and power.

**3** Distribute resources, opportunities, and burdens fairly.

**4** Address systemic obstacles and shift to new, fairer systems.

**5** Steward resources for future generations, including the children of today.

# FIVE PRACTICES TO ADVANCE EQUITY EXPANDED

## Recognition + Representation

Who counts?  
(Who is missing?)



### 1 Recognize and represent excluded experiences and perspectives

- All are counted in official data and statistics. The impacts of different issues on different groups are understood and recognized.
- All identities, histories, experiences, contributions, and rights are acknowledged and respected.
- All are visible and represented in societal domains, such as politics, media, culture, education, and business.
- All are fairly represented in decision-making bodies and other positions of power.
- Particular attention to groups more likely to be excluded, e.g. minoritized ethnic, racialized or religious groups, women, younger or older people, gender and sexual minority groups, disabled people, people without homes or addresses.

## Participation + Power

Who decides?



### 2 Strengthen community participation and power

- Community members are actively involved in the processes that affect their lives. They have the capacity to influence decisions, shape policies, and hold positions of authority.
- Community members make decisions, lead initiatives, and collaborate with government and others on the issues that affect their lives.
- Community members participate in designing, planning, and implementing initiatives.
- Community members are collectively organized or networked amongst themselves and with wider networks and movements.
- Community assets and strengths are used to meet community needs.
- Communities have ownership and control over key resources.

## Fair Resources + Burdens

Who gets what?  
Who pays?



### 3 Distribute resources, opportunities, and burdens fairly

- Everyone can access good-quality services, infrastructure, resources, and amenities essential for fulfilling basic and higher needs.
- Everyone has opportunities to engage in activities that contribute to thriving, such as education, decent work, and leisure.
- The benefits and costs of policies and initiatives are fairly distributed.
- Groups or neighborhoods that need most support are prioritized.
- No community is disproportionately exposed to environmental or social harms.

## Fair Systems + Structures

Who does this system help or hinder?



### 4 Address systemic barriers and shift to new, fairer systems

- Institutional and organizational arrangements, policies and practices that hold problems in place and lead to unfair outcomes over time are changed, removed, or dismantled.
- New structures are introduced that sustain better outcomes for everyone.
- Fair, collaborative, transparent, and trusted working relationships are cultivated between communities, local government, and other key actors, leading to fair and just power dynamics and relations.
- Mental models, narratives, and norms support fair outcomes for all.

## Providing for Future Generations

What's left for tomorrow?



### 5 Steward resources for future generations, including the children of today

- The long-term consequences of present policies and actions are formally considered in decision-making.
- Nature is protected and restored, not exploited.
- Mechanisms to build intergenerational wealth are in place, particularly for groups who have faced barriers to doing so.
- Other forms of community wealth are maintained and built, e.g., human capabilities, skills, and knowledge; culture and traditions; community bonds and networks; local buildings and landscapes.

Alternate Terms: **Recognitional Equity**, **Participatory Equity**, **Distributional Equity**, Systemic and Structural Equity, **Intergenerational Equity**