



## Workforce Diversity Network

### ***Where is the E in DEI? Equity vs. Equality – A Two Part Series*** *Part 1: Compounding Interest: Building Equity through Intersectionality*

**Reminder – Our next meeting is March 17, 2022, 8:30-10:30 am**

#### **Key summary points**

##### **1. Discussion occurred regarding the concepts surrounding “equity”**

Graphic from Deloitte is used depicting people of different heights on boxes looking over a fence, with different sized boxes adjust their heights so all can see.

Discussion regarding equity yielded various concepts about implementing different strategies to address the various needs of workers in the workplace.

Equal would equate to everyone getting the same box.

Equity equates to people getting the sized box that they need to provide access or effectiveness in their workplace.

Equal however refers to everyone getting the same sized box – which is not sensitive to these issues.

It is difficult to define, but connotes different meanings using people’s top 3 ideas  
Brainstormed words created the word cloud below:

### **What does equity mean to you?**



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#### ***General points regarding the word-cloud and Equity:***

Larger words reflect repeated concepts among different participants, reflecting a greater weight.

Medium words reflect less frequently cited words.

Small words are much less cited, but still important to the overall concept as learning tools and insights.

A great selection of words is both quantitative and artistic.

A good exercise for introverts or shy participants.

Perhaps the words would be less varied if there were other people less primed in DEI.

The difficulty is that equity requires action, it can require additional resources: attention to individual needs and sometimes additional time and finances.

Equity addresses Disparity among individuals

Options for consideration:

How work of different individuals valued?

Equity of health care (example of German health care system) takes these things into consideration.

What is fairness and does it generate defensiveness for managers or other decision makers?

## **2. Intersectionality**

How are different people experiencing equity?

*a. Intersectionality video – Peter Hopkins (see link under Resources below)*

Key Debriefing points:

- Identities of different underrepresented populations can combine to reflect more specialized needs and require more thought on equity
- Video image of two people extending a ladder to a third person – as a method of
  - implementing fairness in a capitalistic world.
- Focus can be on who else is experiencing the same oppression and how does it differ
  - based on multiple identities?
- Listening is a key concept to *understanding* to people's individual stories.
  - People may not agree; but they can better comprehend the other viewpoint.
- Needs may vary and it doesn't always require more financial resources, as much as the
  - needs of individuals change.

*b. AAUW article*

Charts and Diagrams from the full reports (see link below in Resources) depict occupations that people hold comparable jobs but where women received lower wages;

- The degree to which they earn less is enhanced as the disaggregated data shows
  - women represented by race, age, and sexual orientation
- Gay men are paid less than straight men
- Gay women are paid less than women
- Bisexuals are paid less than gay men & women, and heterosexual groups

- Transgender F-M individuals receive drops in salary after transition
- Transgender M-F individuals receive no drops in salary after transition

*Additional discussion points:*

- HR & DEI Professionals can be gatekeepers resource people to offering/negotiating equitable salaries
- Women are generally socialized to not negotiate salary competitively.
  - Mentoring people regarding negotiation and equitable measures is critical.

Responsibility for equity in salary is the job of both individuals and also the organization. The equity lens requires some time to integrate

### 3. Resources

Deloitte diagram of Equity (Third set of pics – demonstrating boxes and a fence)

<https://www2.deloitte.com/jp/en/pages/about-deloitte/articles/group-diversity/d-nnovation-blog-di2021-international-lefthanders-day.html>

Menti Tool

<https://www.menti.com>

Intersectionality video

<https://www.youtube.com/watch?v=O1isIM0ytkE>

AAUW Article regarding Intersectionality and Pay

[www.aauw.org/resources/research/simple-truth](http://www.aauw.org/resources/research/simple-truth)

Recommended Resources from Member discussion

Netflix series. *Race: Bubba Wallace*

Excellent program

Suggested book

Ruby Hamad's "White Tears, Brown Scars" and Joan Williams' "White Working Class"

<https://www.rubyhamad.com/home> and <https://joancwilliams.com/books/>, respectively

*Notes are provided by Mike D'Arcangelo*