

Factsheet



# EQUITY VS EQUALITY

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Equality and equity are tricky words for us to get our heads around as they both appear from the surface level to be a step in the right direction when looking at diversity, inclusion and belonging. The challenge we find comes when people believe that setting the same policies, rules and processes for every single employee is what is fair and just, however, that's only really creating equality and not equity.



## TAKING IT A STEP FURTHER

If we want to take it a step further and help to create real equity for our people we need to think about how we can make reasonable adjustments, how we create opportunities and how we don't close off access to things our employees need to reach their full potential, just because they may not be like the majority of the people that work in our organisations.

## SOME SIMPLE QUESTIONS

- Are any of your policies/practices/procedures unintentionally creating bias and/or an unfair approach to some groups of people more than others?
- Have you ever looked to check this with your policies/practices/procedures?
- Review your review process, are you looking at rigid scoring or review questions that could be creating a lack of equity?
- Look at your progression data, are those in the most senior positions representative of all levels within your organisation? Are they representative of the communities/customers you serve?
- Ask your employees what they think - do they think everything is fair for all people?



GET IN TOUCH

## CONSIDER ALL PEOPLE

You should also be considering things like the level of neurodiversity in your working population and within our society. There is so much untapped talent in both spaces because we don't always see the benefits of attracting those who are not neurotypical, meaning we don't adjust our internal and external application and interview process to those people and miss out on incredible talent.



## WE CAN HELP

This and so much more are things that we can help you and your teams with; to feel knowledgeable, confident and empowered to create true equity and belonging for all of your employees, not just the majority.

Get in touch if you want to explore these important questions further – we're here to support the incredible things you're already doing.



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