

CONVERSATION STARTERS:

EQUITY

Conversation Starter: E.O. 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce defines equity as outlined below. Many Components and Services may have their own definition or provide additional relevant information (linked in the resources section at the bottom). Consider asking members of your team if the equity definition resonates with them, then ask them why or why not.

Equity is...

The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.

E.O. 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce (June 25, 2021)

Scenarios for Discussion

Scenario 1

Recently your organization conducted an audit to understand where the barriers to diversity, equity, inclusion, and accessibility fall. One barrier identified was the lack of differentiated resources for team members based on need. Your leadership has started to implement methods to differentiate resources based on need, such as approval for fully remote work environments, additional breaks for prayer, and participation in mentorship programs. Many members are beginning to complain that the “perks” that some team members are getting, as a result of increased efforts to promote equity, are not “fair.”

How would you respond to these concerns?

Scenario 2

You have volunteered to join a team within your unit that was stood up to advance equity within the unit. The team has been tasked with identifying inequities within the unit, providing recommendations for improvement, and tracking outcomes after recommendations are implemented.

Using a step-by-step methodology, how would you propose tackling these responsibilities?

Equity Activity



Directions: Equality ensures that the same resources are being made available so everyone can have a fair opportunity to succeed. Think about equity versus equality when considering the activity below.

Step 1: Show the group both pictures

Step 2: Ask the group to identify which picture represents equity and which picture represents equality

Step 3: Ask the group to discuss possible outcomes of picture A

Step 4: Ask the group to discuss ways their team has started to move from championing equality to providing equity

Step 5: Ask the group to discuss possible barriers or constraints to equity

Additional Questions

1. What is your definition of equity?
2. Are there experiences where you have seen equitable practices be successful?
3. Has there been an experience where equitable practices weren't in place, but might have benefited the team?

Resources

[DoD Office for Diversity, Equity, and Inclusion](#)
[The Army People Strategy](#)
[Navy DEIA Glossary](#)
[CMC 38 DEI Policy Statement](#)