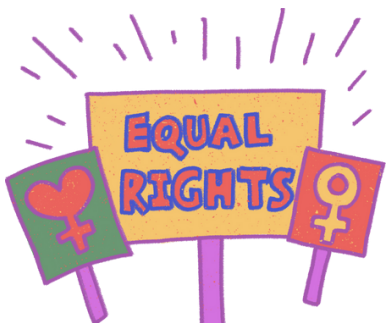


EQUALITY VS. EQUITY



While equality and equity sound very similar, these concepts can lead to very different outcomes for marginalized people when applied.

Equality

By definition, equality means “the state of being equal, especially in status, rights, and opportunities.” This term generally refers to protection against discrimination and equal opportunities to all groups or individuals, regardless of their circumstances.

Equity

By definition, equity means “justice according to natural law or right.” In other words, equity is providing proportional fairness, recognizing that we all do not face the same barriers in life and adjusting to those imbalances when providing opportunity.

[Here is an article with a great visual representation of equality vs. equity.](#)

[Here is a video breaking down the concept of Equality vs. Equity and why it matters!](#)

[Here is a PubMed Editorial on Equality vs. Equity in Rehab Sciences](#)

Examples in Health Care

Acute Care



Equality: A patient arrives via ambulance at the ED post-MVA but there is a line and everyone must wait their turn to be seen.

Equity: A patient arrives via ambulance at the ED post-MVA and is rushed into life saving surgery even though others have been waiting to be seen longer.

Out Patient



Equality: A PT clinic is open during “typical” business hours assuming that patients can use PTO to come to appointments.

Equity: A PT clinic is open outside “typical” business hours understanding that not every patient has PTO or a flexible work schedule to attend appointments.