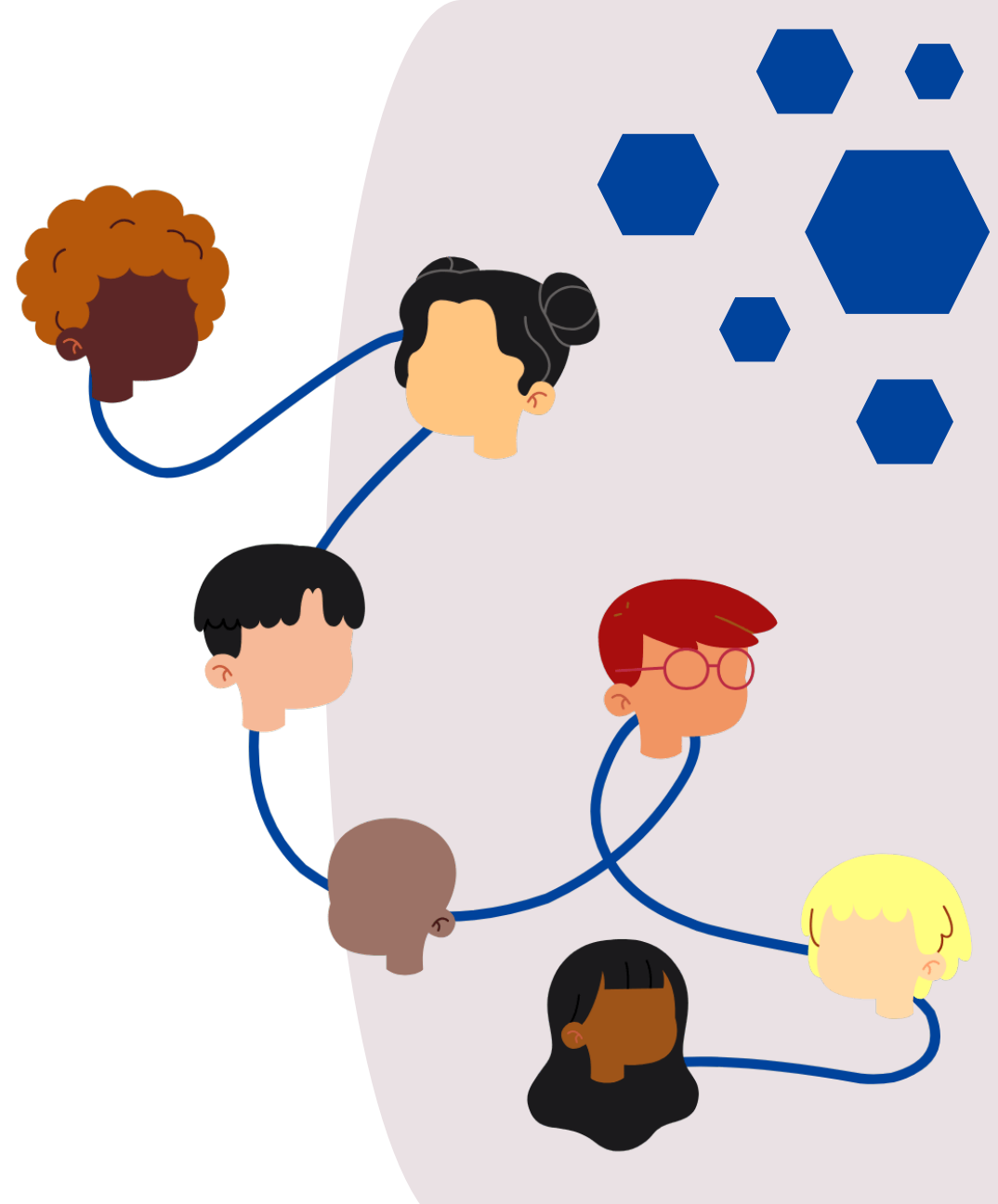


EDI Moment

Equity, Diversity and
Inclusion



What is Equity?

Equity can sometimes be confused or used interchangeably with equality, but they are different.

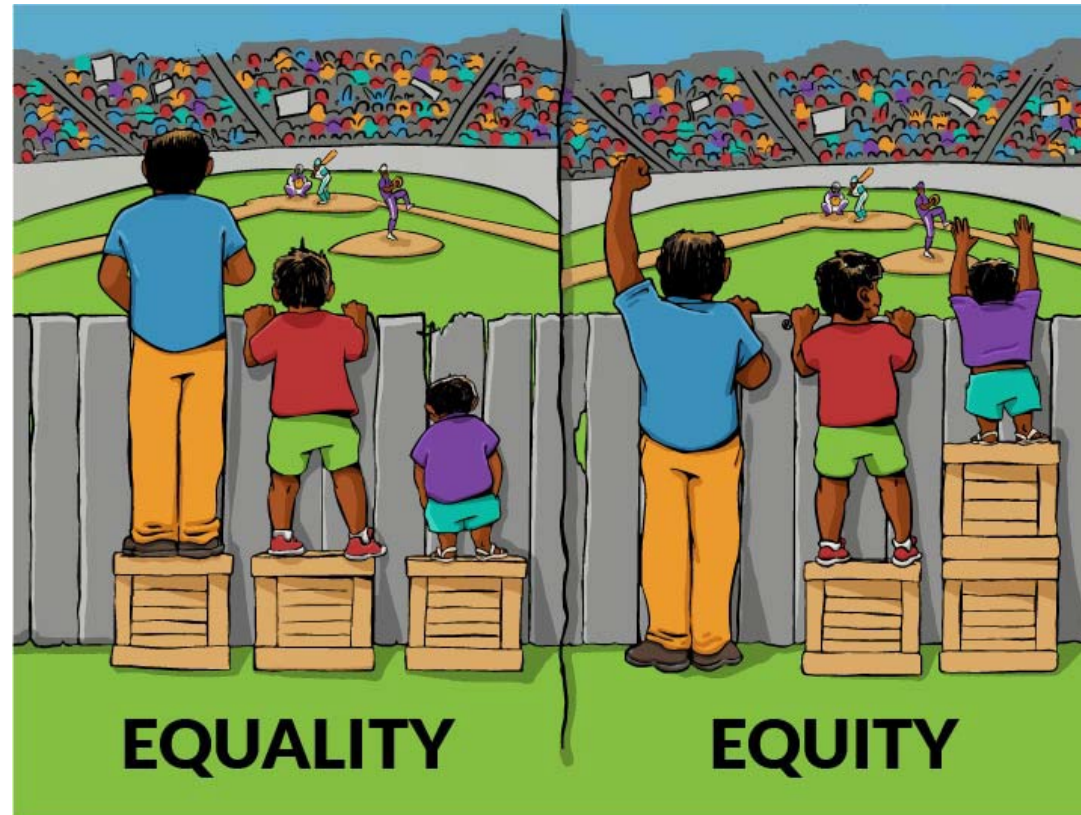
Equity is about fairness. It is the principle of providing individuals or groups with resources, opportunities, or treatment tailored to their specific needs and circumstances to ensure a fair and just outcome, rather than giving everyone the same opportunity regardless of differences.¹

Equality is about sameness. It is the principle of providing all individuals or groups with the same resources, opportunities, or treatment without considering their differing needs or circumstances.¹

¹ Milken Institute School of Public Health, the George Washington University. Equity vs equality: What's the difference? [Internet]. 2020 Nov 5. Available from: <https://onlinepublichealth.gwu.edu/resources/equity-vs-equality/>

Visualizing Equity and Equality

In the image on the left, everyone is given the same the resources to see over the fence, but there is still one person who can't see.



In the image on the right, resources are allocated based on individual need, and now everyone can see over the fence.

Interaction Institute for Social Change | Artist: Angus Maguire.
interactioninstitute.org and madewithangus.com

Equity in the CanScreen T1D Research Consortium

How the CanScreen T1D team is, and can continue, promoting equity:

- ✓ Ensuring that the perspectives and lived experiences of equity-deserving groups are adequately represented in our research and community engagement activities.
- ✓ Proactively identifying and addressing barriers to research participation and T1D screening and care.
- ✓ Using the SGBA+ tool to consider how various factors (e.g., age, sex, gender, ethnicity, income) and their intersections influence experiences with T1D screening and care.
- ✓ Advocating for inclusive research practices and policies that promote equity and diversity within CanScreen T1D and its broader impacts.



Resources and Additional Learning

- [Beyond access: Moving towards equity in pediatric Type 1 Diabetes care](#) (BC Children's Hospital Research Institute)
- [Health equity and population health](#) (CIHI)
- [How to improve workplace equity](#) (ESDC)

