



REALITY

One gets **more than** is needed, while the other gets **less than** is needed. Thus, a huge disparity is created.



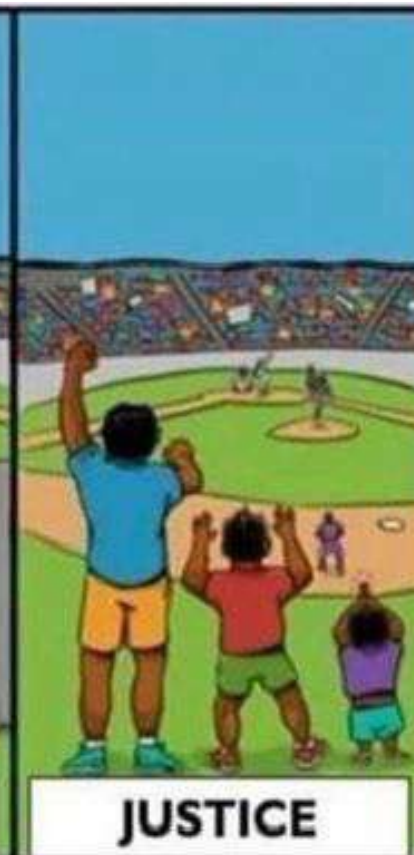
EQUALITY

The assumption is that **everyone benefits from the same supports**. This is considered to be equal treatment.



EQUITY

Everyone gets the support they need, which produces equity.



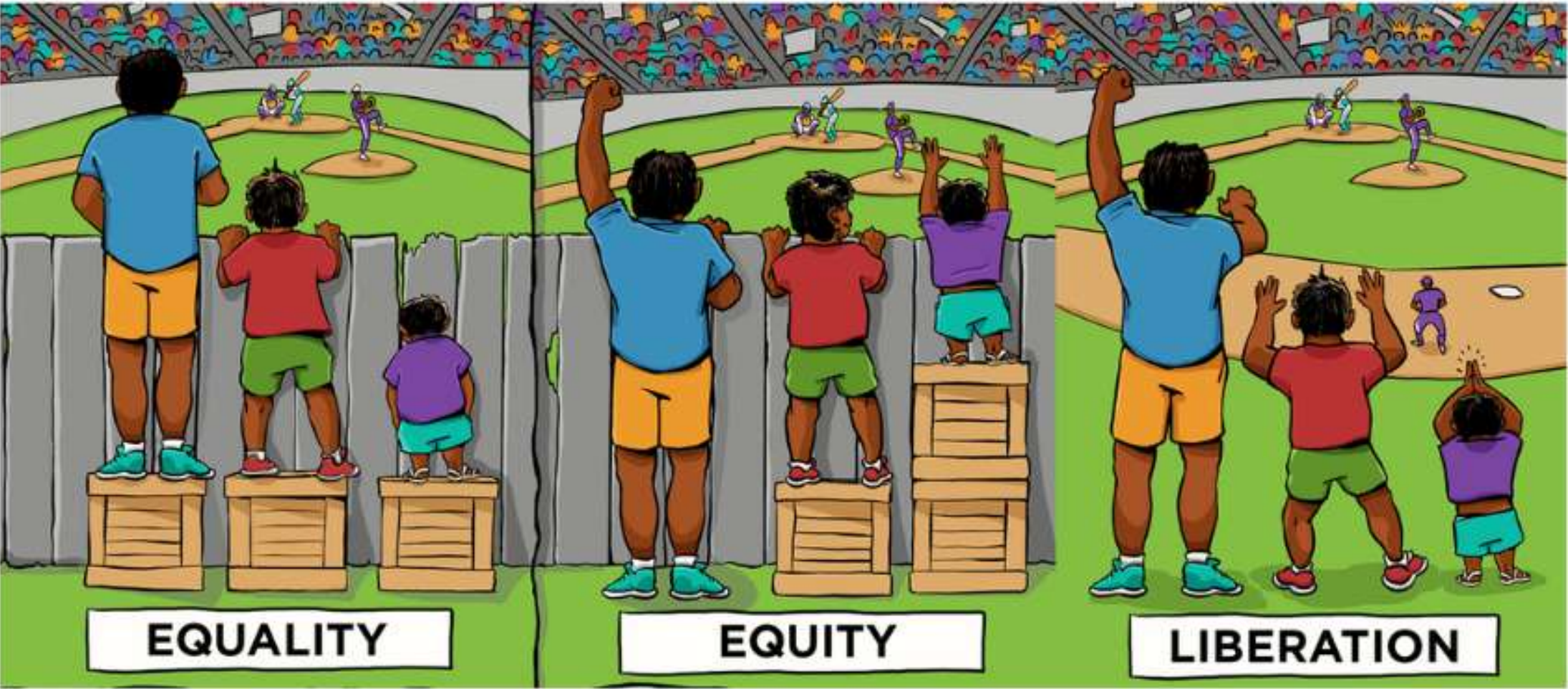
JUSTICE

All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.



INCLUSION

Everyone is **INCLUDED** in the game. **No one** is left on the outside; we didn't only remove the barriers keeping people out, we made sure they were valued & involved.

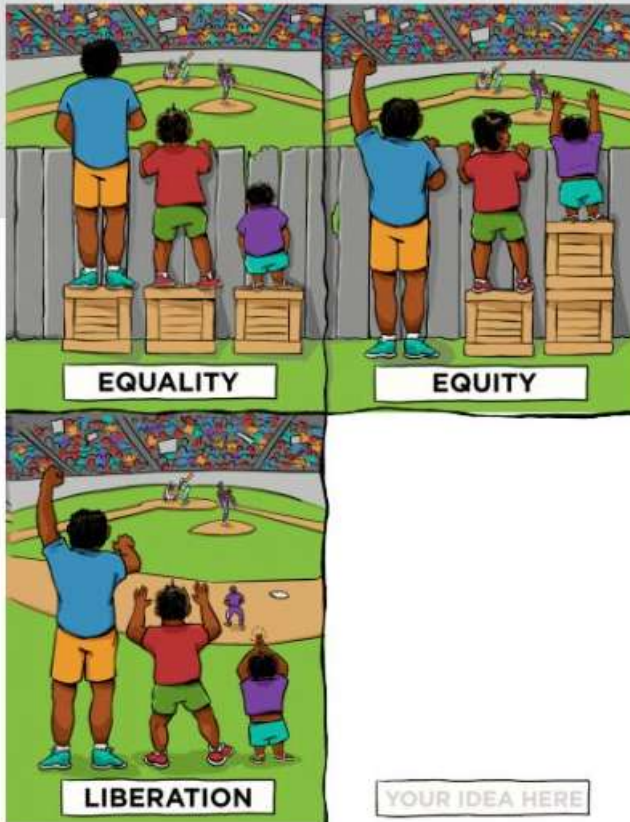


EQUALITY

EQUITY

LIBERATION

#the4thBox



Could there be more to this story?

What will you put in #the4thbox?

INSTRUCTIONS

1. Cut out the various pieces in this kit, and rearrange them to illustrate a new idea related to equity and social justice.
2. Tape or glue them to the last sheet in the kit.
3. Snap a photo and tweet or FaceBook it using #the4thbox!

TIPS

- Draw and add additional objects to extend the metaphor.
- Draw your own people to address questions of identity and difference
- Draw a new setting on a blank piece of paper.
- Explore the meanings of each element of the metaphor as you think about your own vision.



IISC @IISCBlog · May 4

For many of us, it is hard to envision liberation or freedom interactioninstitute.org/the4thbox-cuto... #The4thBox can help!



EQUALITY



EQUITY



Equality

vs.

Equity



EQUALITY

VS.

EQUITY



EQUALITY = SAMENESS

GIVING EVERYONE THE SAME THING

It only works if everyone starts from the same place



EQUITY = FAIRNESS

ACCESS TO SAME OPPORTUNITIES

We must ensure equity before we can enjoy equality

Fair doesn't mean Equal

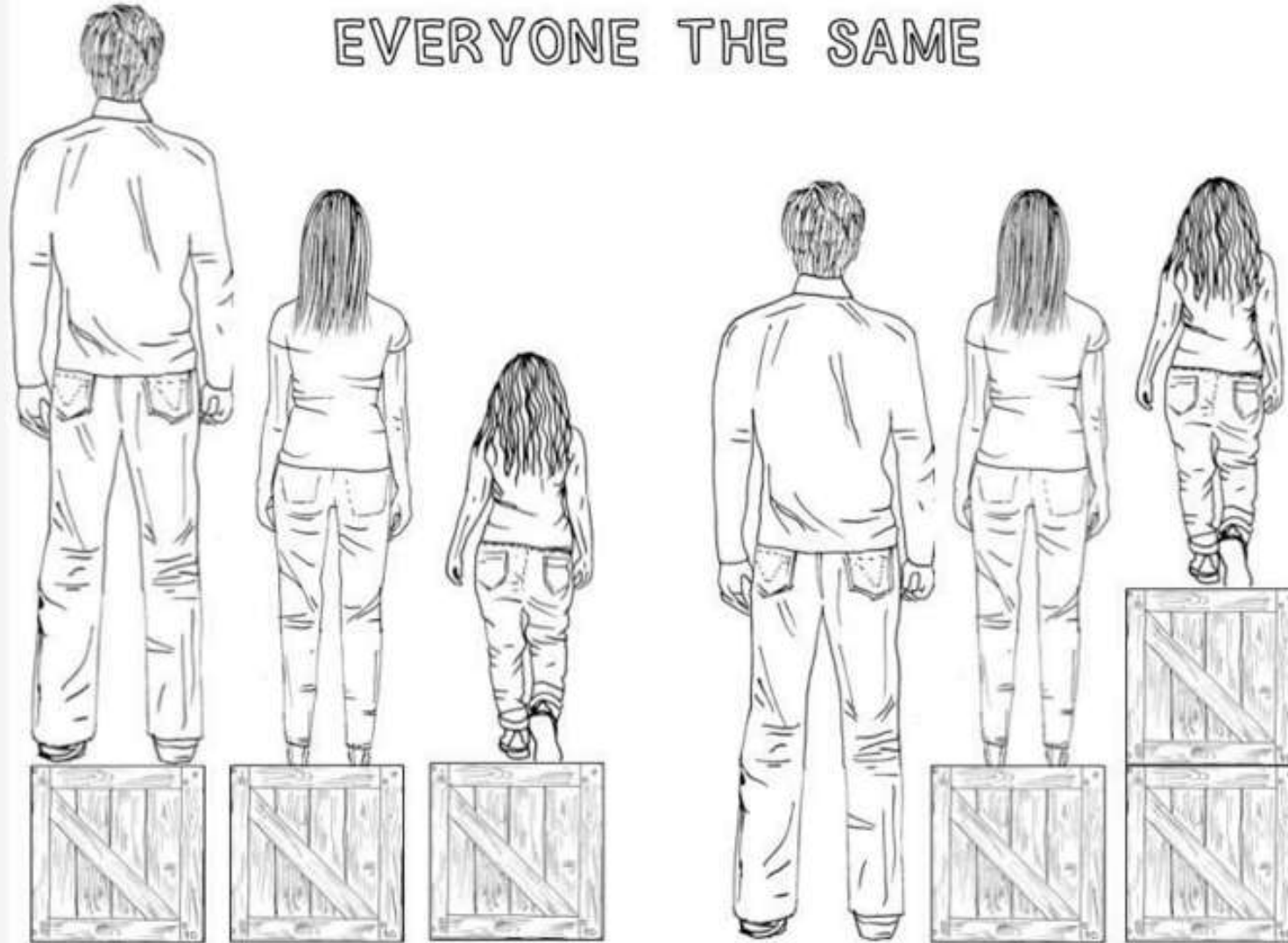


This is Equal.



This is Fair.

EQUALITY DOESN'T MEAN TREATING EVERYONE THE SAME

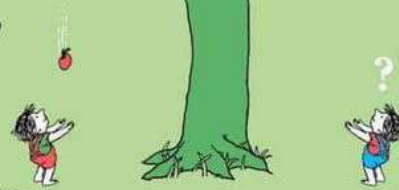


SAME
TREATMENT

EQUALITY

Inequality

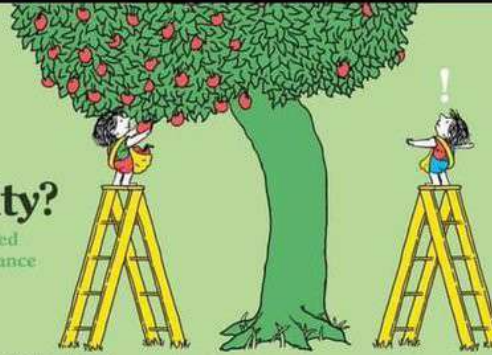
Unequal access to opportunities



Source: @guykawasaki in the 2019 Design in Tech Report

Equality?

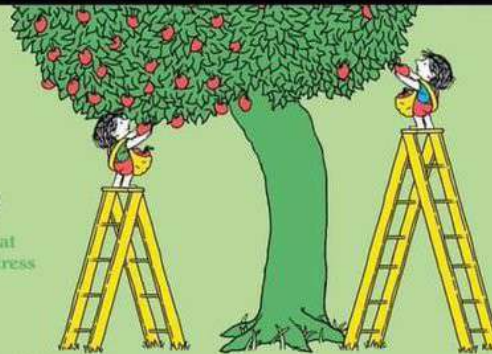
Evenly distributed tools and assistance



Source: @guykawasaki in the 2019 Design in Tech Report

Equity

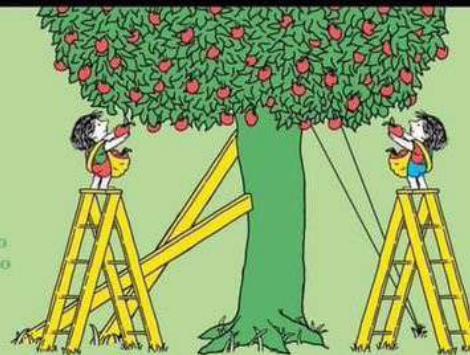
Custom tools that identify and address inequality



Source: @guykawasaki in the 2019 Design in Tech Report

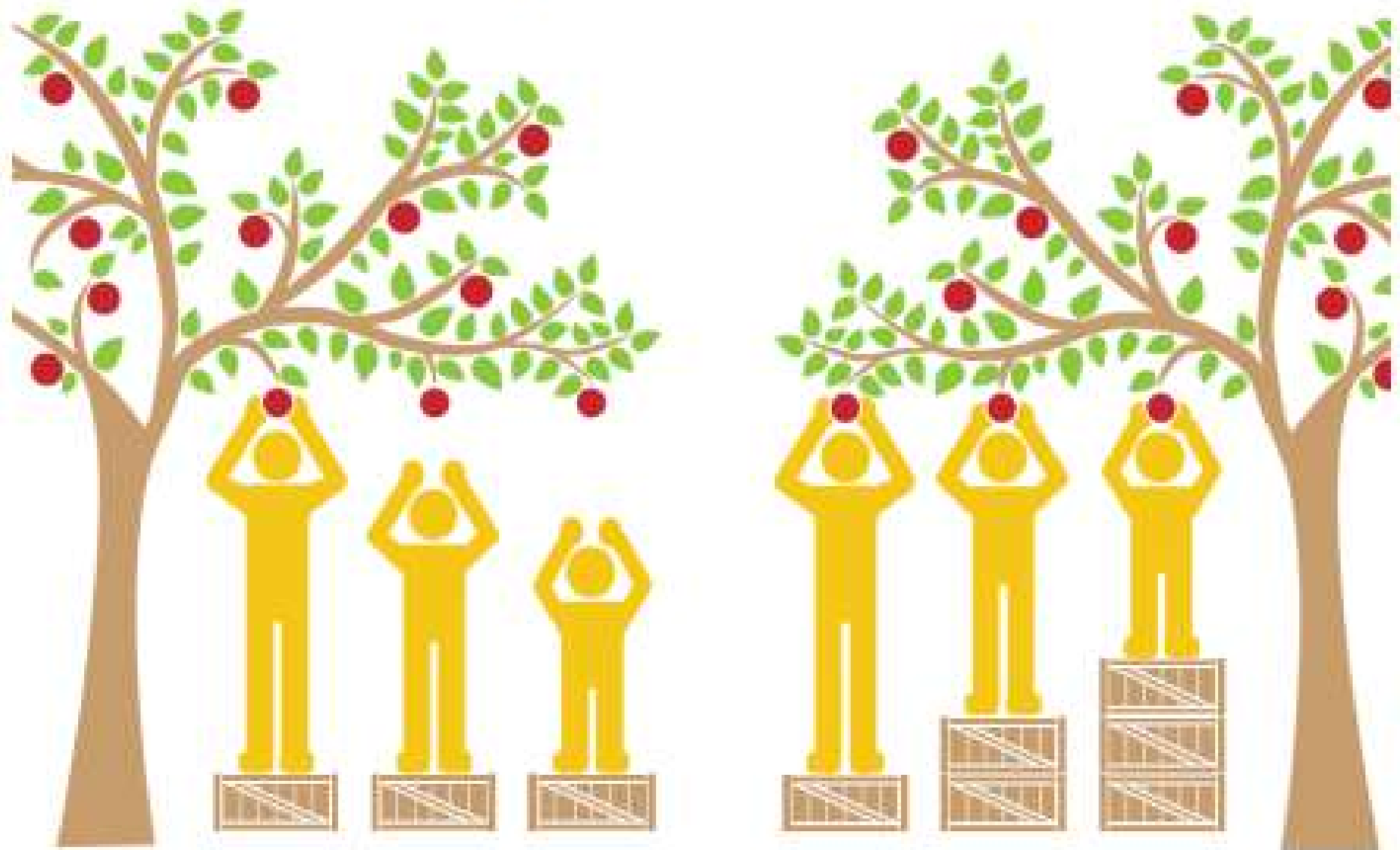
Justice

Fixing the system to offer equal access to both tools and opportunities



Source: @guykawasaki in the 2019 Design in Tech Report

Creating Better Health for All



Equality

...doesn't mean...

Equity