

# CRITICAL THINKING EQUITY VS. EQUALITY

*Use the following critical thinking questions to help foster an open, student-led discussion on the theme(s) discussed in this episode of The Harbor.*

1. **GUEST CAMMY WATKINS STATES THAT DIVERSITY IS ABOUT TAKING TIME TO ACKNOWLEDGE OUR DIFFERENCES AND THEN TAKING ACTION TO EMBRACE THOSE DIFFERENCES RATHER THAN ALIENATE THEM.**

Write down one example of how you could do this in your school: identify something that makes someone different, acknowledge it, and then take action to embrace it. Would you be willing to do this in real life? Why or why not?

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2. **EQUALITY ASSUMES THAT THE SAME SOLUTION WILL WORK FOR EVERYONE, WHILE EQUITY UNDERSTANDS THAT EVERYONE STARTS WITH UNIQUE ADVANTAGES AND DISADVANTAGES, AND THEREFORE, NEEDS DIFFERENT SOLUTIONS.**

Think of an activity, project, or initiative in which leaders assumed one solution would work best for everyone, but someone still felt left out because they were at a disadvantage. Did the leaders see that person and try to make it right by them? If you were leading, what would you have done differently?

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3. **CAMMY MAKES USE OF A GRAPHIC SHOWING PEOPLE WATCHING A GAME OVER A FENCE TO HELP ILLUSTRATE THE DIFFERENCES BETWEEN EQUITY AND EQUALITY.**

Describe both scenarios in your own words. Why do you think people don't always use equitable solutions to problems?

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4. **IMAGINE THAT YOUR STUDENT COUNCIL WANTED TO USE SCHOOL FUNDS TO BUILD A WHEELCHAIR RAMP FOR STUDENTS AND STAFF WITH DISABILITIES. THOUGH THIS WOULD UNDOUBTEDLY BE AN EQUITABLE ACTION, IT WOULD PROBABLY BENEFIT RELATIVELY FEW PEOPLE ON YOUR CAMPUS.**

How important do you think it is to create more access to opportunities like these?

What arguments could you make for and against this initiative? Explain your perspective in detail.

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5. **CAMMY BELIEVES THAT EMBRACING DIVERSITY AND MAKING AUTHENTIC CONNECTIONS WITH THOSE WHO ARE DIFFERENT THAN US LEADS TO A STRONGER SENSE OF COMMUNITY.**

Why do you think she believes this? Do you agree with her? Why or why not?

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