

Equity, Equality, and Fairness

Equity, Equality & Fairness

Equity \neq Equality

I got more than you did.

You got more than I did.

Fairness Fairness Fairness

equity + equality equity + equality equity + equality

TIME

Equity Equality

Equity

- unique to the place and individuals
- focus on qualities
- inconsistent in the short term
- difficult to allocate and explain
- takes time + discernment
- flexible
- the exception

Equality

- standardized
- focus on quantity
- consistent in the short term
- straight forward, easy to justify
- Quick and obvious
- rigid
- the expected