

Equity and Justice Definitions and Key Questions

Look up the meaning of these words and write your own definitions. Follow your interests and reputable sources to learn more about equity and justice.

Diversity refers to the variety of characteristics in a group of people; these characteristics are things that make people unique, such as skills, personality, race, cultural background, gender, religion, and sexual orientation.

civil rights: the right to be free of unequal treatment based on characteristics like race, gender, disability in employment, education, housing, and access to public facilities

Justice is the quality of being fair and impartial.

Equity is when people have what they need in status, rights, and opportunities.

Equality is when everyone is treated the same.

Social justice is fairness in terms of the distribution of wealth, opportunities, and privileges within a society.

Intersectionality is the idea that people experience discrimination differently because of their overlapping identities. People and groups are made up of and influenced by more than single issues, such as race, class, and gender.

Key Questions

- What movements and actions do you hear about in the news in which people are calling out injustice?
- Where in your community have you noticed a lack of equity (ex., library books don't represent all people, lack of unisex bathrooms, unfair suspicion of people)? As a young person, what actions can you take to address these issues?
- Tell about a time when you witnessed someone being treated unjustly because of their faith, race, age, gender, etc. What can a young person do when they observe this? What changes need to be made?
- What impact do major movements such as Black Lives Matter have on achieving justice?
- What individuals in your community have made efforts to achieve equity? Were they successful and how? How did this impact your community?
- Why is it difficult to listen to people who have a very different perspective? How can you express your views in a way to be open to dialogue? What shuts people out of conversation?



