

Equity

The quality of being fair, unbiased, and just. Equity involves ensuring that everyone has access to the resources, opportunities, power and responsibility they need to reach their full, healthy potential as well as making changes so that unfair differences may be understood and addressed. Equity-based solutions often involve different or tailored treatment to ensure fairness and justice. Equity is not diversity, inclusion, or equality. It describes something deeper and more complex. It is about each of us getting what we need to survive or succeed—access to opportunity, networks, resources, and supports—based on where we are and where we want to go.

The focus is explicitly but not exclusively on racial equity. In a racially equitable system, one's racial identity is not a predictor of educational, health, economic, or other outcomes. Racial equity work addresses root causes of inequities, not just their effects. This includes eliminating policies, practices, attitudes and cultural messages that reinforce unequal outcomes by race or fail to eliminate them.

-Adopted from the North Carolina Early Childhood Foundation's [Pathways Framework](#) as part of their [Pathways to Grade Level Reading Initiative](#)