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Equality not Equity

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Equality \neq Equity

By: Leticia Romo Bueno



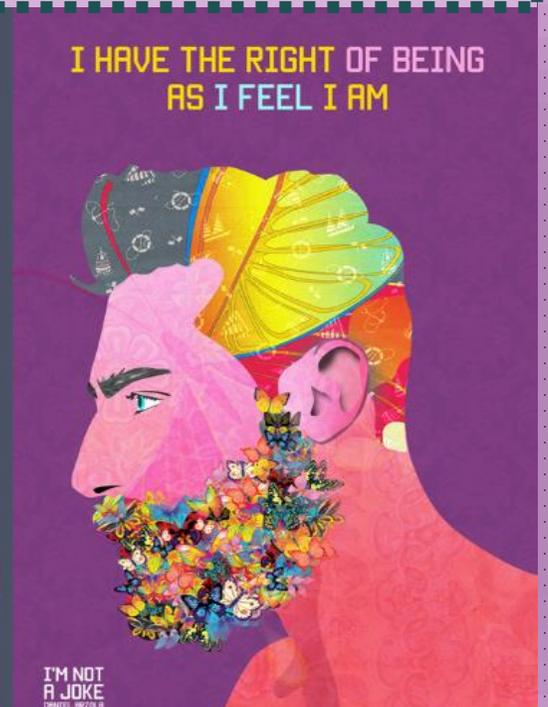
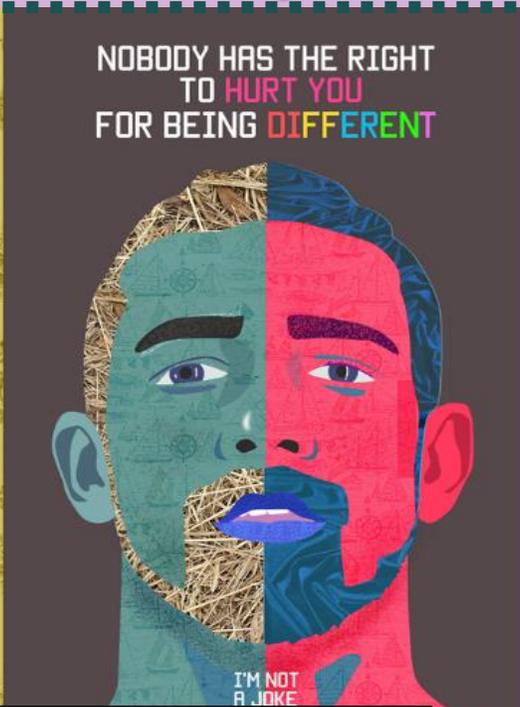
Not the same thing!



It mean sameness.
Although people have the option to do something, it's not always attainable. Some people have to work harder to get somewhere due to the lack of resources or access to do so.

It means fairness.
It means giving people the resources necessary to achieve something. It means to “level up the field”.

Everyone is different!



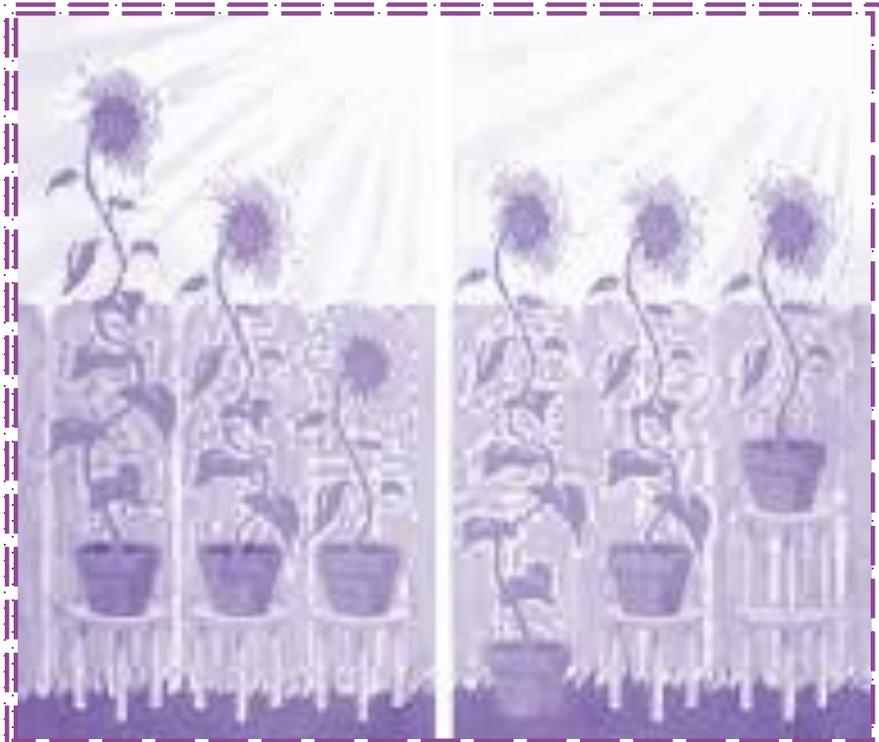
Equity

- In the real world, someone might need a language translator when speaking to a government agency while others might not.
- Only providing Spanish interpreters because Spanish is the language that interpreters are requested wouldn't be fair.
- A Spanish interpreter would not allow a Korean speaker the same access to opportunities.

Equality

- It *AIMS* to promote fairness but would only work if everyone started from the same place and need the same help.
- What equal treatment does is erase our differences and promotes privilege.
- Appears unfair, but it actively moves everyone closer to success

- There's a common misconception that they mean the same thing, and are often incorrectly used interchangeably.
- The difference is crucial.
- Not everyone has the same opportunities or services, not everyone is able to achieve their goals.



Treating everyone exactly the same is actually not fair! What equal treatment does is erase our differences and promotes privilege.

Everyone having the option to do something: Equality

- ❖ Everyone given the resources and support necessary to "level out the playing field": Equity



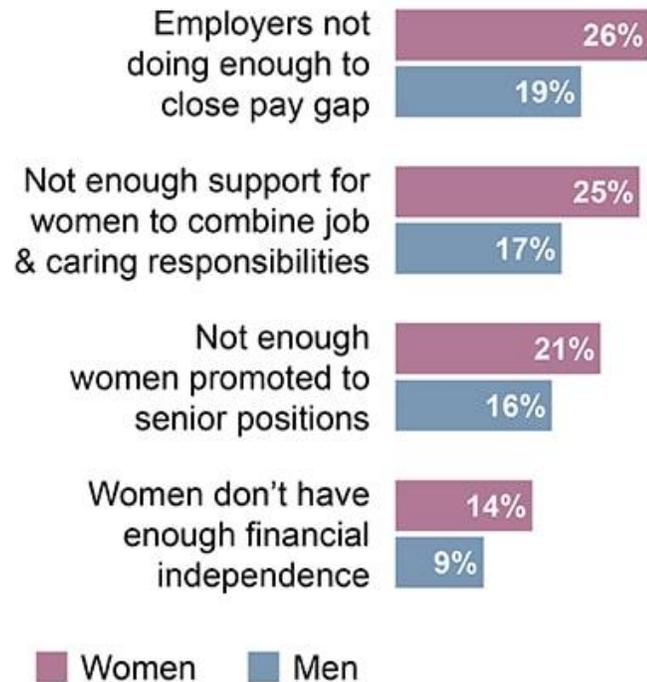
Inequality in the workplace

- Women have an equal opportunity to working from home, men and women have very different outcomes because women are still responsible for housework and childcare. For women, working from home often lead to more work.
- The ideal work culture would give the worker no other obligation outside of work is gendered.
- Regardless of how much we evolve culturally and there have been some developments, men are still expected to take on the breadwinning role, specially after having children and women are left to and expected to take the bulk of caregiving for children and housework.

“equal sharing of housework and child care” (Connell, 2005).

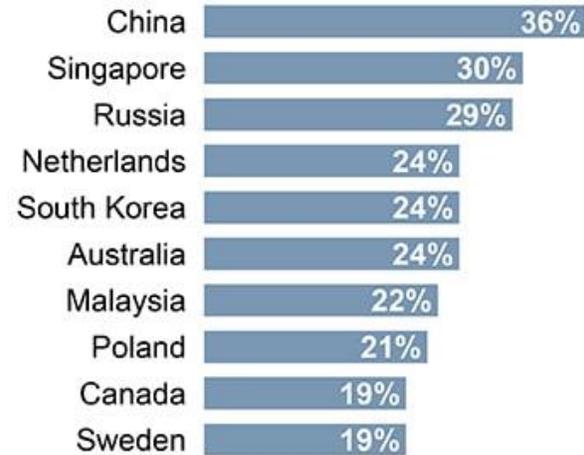
How men and women view gender equality

Men less likely to say:



Men (18%) twice as likely as women (9%) to say gender equality has been achieved in their country

Where most men say this:

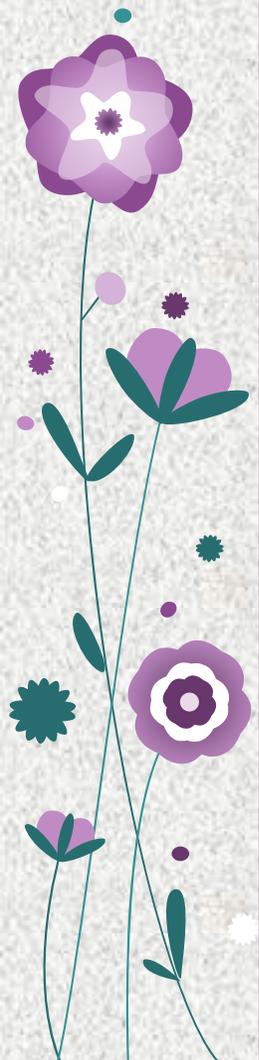


19,943 adults polled in 28 countries from Sept. 20 - Oct. 4, 2019

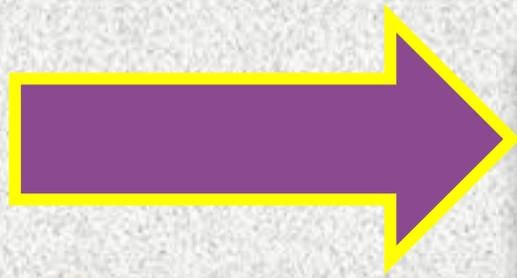


In the classroom

- ✓ Classrooms are made up of different learners.
 - ✓ Everyone enters the classroom with different learning styles (visual, auditory, or tactile).
 - ✓ Everyone in the classroom will process information differently and will have different questions as a result.
- *If the teacher always lectures, auditory learners will have the advantage*



Any fixes?

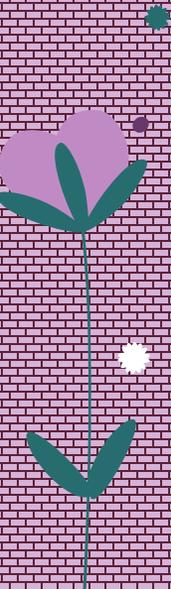


Feminism!

"The public debates about men and boys have often been inconclusive. But they have gone a long way, together with research, to shatter one widespread belief that has hindered gender reform. This obstacle is the belief that men cannot change their ways, that 'boys will be boys', that rape, war, sexism, domestic violence, aggression, and self-centeredness are natural to men" (Connell, 2005).

- ❖ Fix systematic obstacles instead of individual differences.
- ❖ If gender equality is the end, gender equity is the means.
- ❖ Stop trying to fix women, and fix the system.
- ❖ Stop suppressing economic opportunity at all levels- individual, family company, and country.





Annotated Bibliography

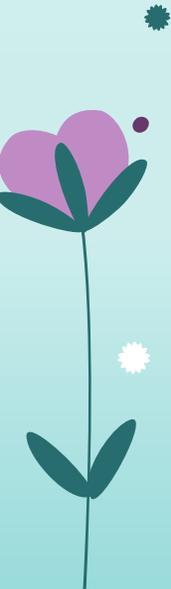
Chung, H., & Van der Lippe, T. (2018). Flexible Working, Work–Life Balance, and Gender Equality: Introduction. *Social Indicators Research*, 1-17. doi: 10.1007/s11205-018-2025-x

This article explores how flexible working and work-family conflict and gender. Schedule control provides workers with flexibility but also control over time boundaries between work and family spheres which allows people to between work and family and reducing conflict between the two. Allowing people to work from home allows workers to take care of their family while also getting paid. Working from home however, usually leads to more work.

Working from home usually has different outcome for men and women because women are still responsible for housework, childcare. Working from home for women also often lead to the expansion of work because it increases the domestic burden upon workers.

<https://edtrust.org/the-equity-line/equity-and-equality-are-not-equal/>

This article equity and equality are very different things and the difference between them is crucial. The idea that everyone gets the same things is equality. Because not everyone has the same opportunities or resources available to them, not everyone is able to achieve their goals. Providing extra support or services to someone in order to ensure that they are able to catch up and meet their goals is equality.



Annotated Bibliography

<https://everydayfeminism.com/2014/09/equality-is-not-enough/>

in this article, the author- a teacher- discusses the differences between equity and equality using her classroom as an example. One example she used is the different ways that everyone is different and therefore have different needs. Everyone learns differently and only lecturing in her classroom would not be fair for those that learn visually.

<https://www.forbes.com/sites/ellevate/2017/09/14/why-we-need-gender-equity-now/#213b9dcf77a2>

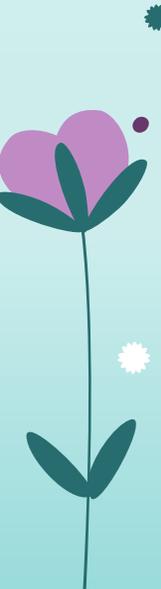
The author of this article discusses the differences between equality and equity in gender. She talks about equity meaning fairness of treatment for women and men. It may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations, and opportunities.

<https://www.pipelinequity.com/voices-for-equity/gender-equity-vs-gender-equality/>

This article discussed the difference between gender equity and equality. An important note made in this article is that gender equity does not mean that women and men have to become that same but that their right, responsibilities and opportunities will not depend on whether they were born male or female. Gender equity means fairness or treatment for men and women according to their respective needs.

Johnson, A. (2011). Unraveling the Gender Knot. In *The Kaleidoscope of Gender: Prisms, Patterns, and Possibilities* (3rd ed., pp. 565–574). New York, NY: SAGE.

Valentine, C. G., Spade, J. Z., & Trautner, M. N. (2020). *The kaleidoscope of gender: prisms, patterns, and possibilities* (3rd ed.). Los Angeles: SAGE Publications.



Annotated Bibliography

<https://www.aecom.com/blog/gender-equality-vs-equity-rethinking-how-we-approach-a-balanceforbetter/>

The author of this article explores gender equity in the workplace. He notes that while we are trying to level out the playing field. The progress is very slow. He mentions that in an attempt to reach equality we ignore the need for equity. He writes that an often forgotten issue is that women returning from maternity leave are often questioned about their careers when they ask for flexible hours and work schedules or reduced work travel.

<https://www.sida.se/contentassets/43b0eb228c464d2499c5eb00a68a0346/brief-hot-issue-equity-equality.pdf>

In this article the author discussed what gender equality and equity actually are and the benefits that they provide or could provide. It defines gender equity as the equal distribution of resources based on the needs of different groups of people. Gender equity refers to the fact that a gender analysis of these needs is necessary as they in many respects may be different for women and men, boys and girls.

Connell, R. W. (2005). Change among the Gatekeepers: Men, Masculinities, and Gender Equality in the Global Arena. *Signs: Journal of Women in Culture and Society*, 30(3), 548–560. doi: 10.1086/427525

Connell points out the necessary involvement of boys and men in our fight for gender equity as they are the greatest beneficiaries of gender inequality. Men and boys hold most of the power and therefore are necessary into making change. Connell claims that gender equality benefits everyone, even when most people assume the feminist movement and its fight for equality to be only for women and it seeks to put women in a more privileged position than men.

