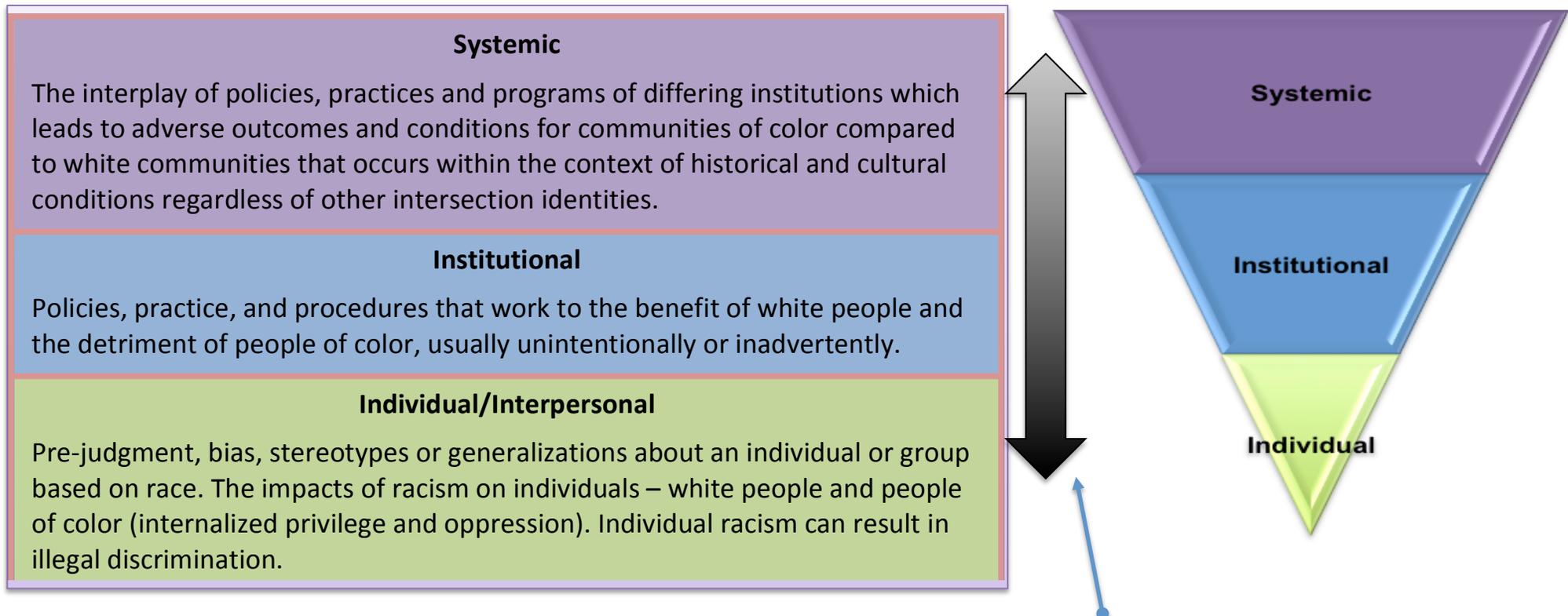


## The Triangle/Levels of Inequity/Equity

### Equity and Empowerment Concept and Guidance

- *Equity requires the intentional examination of systemic policies and practices that, even if they have the appearance of fairness, may, in effect, serve to marginalize some and perpetuate disparities. (E&E Lens, p. 7)*
- *In order to eliminate the root causes of inequity, organizations must identify and eliminate oppression and discrimination in policies, practices, processes, structures, and relationships between colleagues, and between their structures and community members. (E&E Lens, p. 6)*



The arrow represents the dynamic relationship between the different levels, each constantly influencing and impacting the others simultaneously.