

**FEBRUARY MONTHLY THEME:**  
**EQUITY—*THE VALUE OF JUSTICE IN HUMAN RELATIONS***

As Unitarian Universalists, our 2<sup>nd</sup> Principle calls us to “covenant to affirm and promote: Justice, equity and compassion in human relations.” How might we understand what this means to us today, as our community and nation reels from inequities in access to healthcare, economic insecurity, and higher exposure to the coronavirus and subsequent risks? We may also be struggling with the meaning of equity in our day-to-day relations with family members or work dynamics. This month our theme calls us to reflect upon the impact inequities have upon people’s lives, relationships, and spirits.

*A note from [Grammarist.com](http://Grammarist.com): **Inequity** and **inequality** are closely related in origin and in some of their secondary definitions, so mixing them up is never a serious error, but there are differences between them. **Inequality** refers primarily to the condition of being unequal, and it tends to relate to things that can be expressed in numbers. **Inequity**, in its main sense, is a close synonym of injustice and unfairness, so it usually relates to more qualitative matters.*

**Which question is calling to you? Where is it leading you?**

1. How do you understand the difference between equity, equality, and justice?
2. Describe a time you felt treated inequitably.
3. Describe a time you may have treated another inequitably.
4. What inequities, unfairness, or injustices make you most uncomfortable or angry?
5. What strategies have you used or seen used to help create more equitable human relations?

**Wise Words:**

Equality says we treat everyone the same, regardless of headwinds or tailwinds. Equity says we give people what they need to have the same access and opportunities as others, taking into account the headwinds they face, which may mean differential treatment for some groups.

*Dolly Chugh*

Equality does not see colour, therefore, contributes to privilege. Equity sees colour, recognises systemic forms of racism and actively provided resources to level the playing field.

*Sope Agbelusi*

Diversity is being invited to the dance. Inclusion is being asked to Dance. Equity is allowing you to choose the Music.

*Cynthia Olmedo*

Treating different things the same can generate as much inequality as treating the same things differently.

*Kimberlé Crenshaw*

In the same way that Occupy Wall Street forever elevated that concept of income inequality, the Black Lives Matter protesters have elevated the idea of inequity in policing as it relates to minority communities.

*Charles M. Blow*

The bottom line is this: As we get clean, we have to get fair. More than that, as we get clean, we can begin to redress the founding crimes of our nations: Land theft, genocide, slavery.

*Naomi Klein*

As women gain rights, families flourish, and so do societies. That connection is built on a simple truth: Whenever you include a group that's been excluded, you benefit everyone. And when you're working globally to include women and girls, who are half of every population, you're working to benefit all members of every community. Gender equity lifts everyone. Women's rights and society's health and wealth rise together.

*Melinda Gates*

What if we measure the radicalism of speech by how radically it transforms open-minded people, by how the speech liberates the antiracist power within? What if we measure the conservatism of speech by how intensely it keeps people the same, keeps people enslaved by their racist ideas and fears, conserving their inequitable society?

*Ibram X. Kendi, [How to Be an Antiracist](#)*