



NCR Diversity, Equity and Inclusion

Latest News and Bulletin Updates

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Why Add Equity?

Did You Know

Answer These Equity Question's?

A. Define Equity

1. Treat people equally.
2. When you treat people fairly
3. Is it giving each person according to their needs
4. All of the above

B. What is the difference between equity and equality?

1. Equity is being fair to the people according to their needs and e quity.
2. They both mean the same thing.
3. Equality is being fair to the people according to their needs, and equality is giving everyone the same thing irrespective of their needs.
4. All of the above.

C. When learners are provided what they need to be successful as opposed to all being treated the same is?

1. Equality
2. Fair balance
3. Equity
4. Affective Process

D. Who is responsible for bridging the gap in digital equality?

1. Teachers
2. Parents
3. Local and Federal governments
4. All

E. What is your definition of Equality?

Why Add Equity?

Civil Air Patrol Added Equity to Diversity and Inclusion

Equity takes Diversity and Inclusion a step further. It promotes fair treatment and access to opportunities, while eliminating barriers which limits the protentional our diverse members. Our race, gender and sexual orientation, hidden health identities such as disability, various backgrounds and experiences all contribute to our identities and biases.

Civil Air Patrol Defines

Diversity includes but is not limited to; personal life experiences, geographic background, socioeconomic background, cultural knowledge, educational background, work background, language abilities, physical abilities, philosophical and spiritual perspectives, race, color, sex, age, religion (creed), national origin (ancestry), sexual orientation, gender identity or expression, disability, marital equity, and military or veteran status.

Equity is being fair and just, recognizing that each member has a different circumstance and providing resources and opportunities needed so each member has the best prospect for success.

Examples include testing accommodations, uniform waivers, needs-based scholarships, mentoring, and modifying a task to allow completion while meeting the essential requirements of that task.

Inclusion is the process of creating a culture where all members of the organization are free to make their fullest contributions to the success of the group, and where there are no unnecessary barriers to success.

Diversity is where we count people, **Inclusion** is where people count. **Equity** is how we help them count.

Everyone gets what they need to succeed.

A-3, B-1, C-3. D-4.