

Working Definition of Equity

Equity in Behavioral Health

Equity is achieved when the dimensions of our identity (e.g., sex, gender identity and expression, cultural identity, ethnicity, disability, national origin, age, language, family structure, religion/faith, immigration status, or sexual orientation) and other dimensions of difference defined by social, economic, demographic, and/or geographic characteristics are no longer predictive of unjust cycles of harm and oppression across generations is stopped.

We envision a society in which all the unique dimensions of our identity are equally valued, and all people are able to achieve the life they desire and can do so with dignity, respect, and collective support. We must acknowledge that some groups of people have historically benefitted and currently benefit from various systems that exploit, harm, oppress and marginalize others.

Therefore, Equity is the process of producing policies and practices that critically evaluate and uproot the determinants that have allowed for the exploitation and harm of the most vulnerable groups.

Equity strives to remove the obstacles that prevent people from having full and complete access to all opportunities and actively works to provide targeted investments in those who have been impeded and harmed by systemic oppression.

Equity rebalances power to groups that experience inequality and promotes a spirit of healing, justice, and reconciliation.