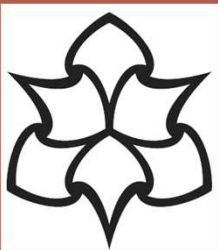


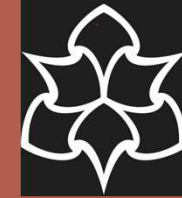
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Enabling Equity for a Better  
Research Culture:

The Role of Researcher Development

#VitaeCon2023





# Intended outcomes:

## Knowledge / understanding of:

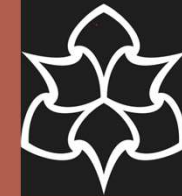
- the distinction between equality and equity, and why this matters
- the role of equity in a positive research culture
- work being done across the sector to enable equity and enhance research culture

## Opportunity to:

share ideas for and examples of enabling equity for researchers

contribute to shared resource

# Equality and Equity



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**Equality** - each individual or group of people is given the same resources or opportunities.

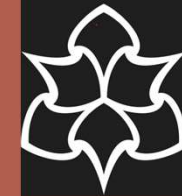
**Equity** recognises that each person has different circumstances, and allocates the exact resources and opportunities needed to reach an equal outcome.

**Sources:**

<https://www.internationalwomensday.com/Missions/18707/Equality-versus-Equity-What-s-the-difference-as-we-EmbraceEquity-for-IWD-2023-and-beyond>

<https://www.raceforward.org/what-racial-equity-0>

# Equality and Equity



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Equality uses the same strategies for everyone, but because people are situated differently, they are not likely to get to the same outcomes. Equality-focused strategies don't work for, or benefit, everyone

Equity uses differentiated and targeted strategies to address different needs and to get to fair outcomes.

**Source:**

<https://www.raceforward.org/what-racial-equity-0>

