

IN HONOR OF THE CEO ACTION DAY OF UNDERSTANDING

TOPIC: EQUALITY VS EQUITY

DAY OF UNDERSTANDING

CEO Action for Diversity & Inclusion is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace.

DICK'S is joining in the CEO Action Day of Understanding alongside 13 million other signatories! This year we are helping you **#MAKETHEPLAY** by building understanding around 4 key topics.

I&D Training Camp:

Allyship – Nationality, Ethnicity & Race – Equity vs Equality – Pronouns

All DICK'S Teammates have access to the CEO Action site and can find resources there.

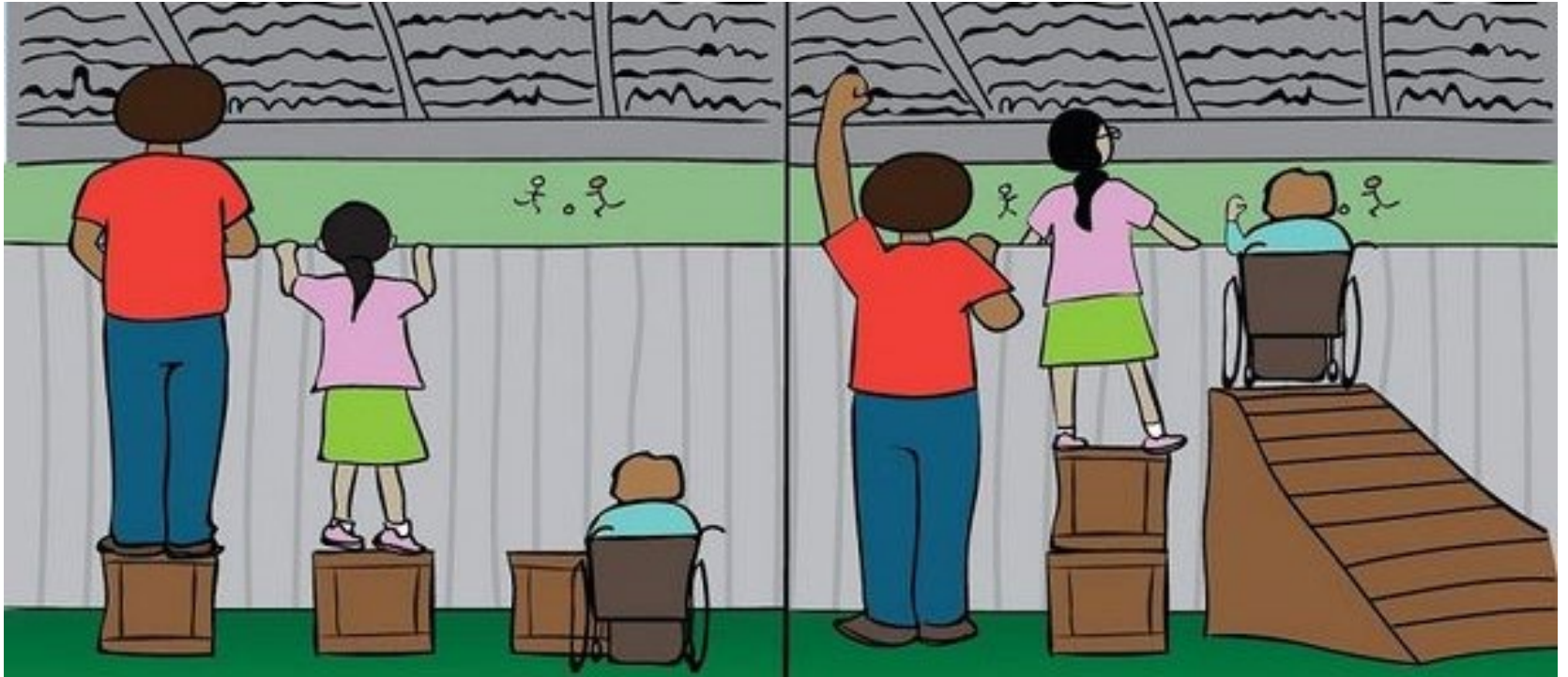
www.ceoaction.com Signatory Log In: **DIVERSITYMATTERS**



EQUITY VS EQUALITY

Equality promotes fairness by treating everyone the same. The shortcoming of equality is that it assumes that everyone starts from the same position. You can not have equality until you have equity.

Equity is a process that promotes fairness by acknowledging an unequal starting place and works to continuously address and correct the imbalances. Equity means giving people what they need to be successful. Equity requires a redistribution of access, opportunity, and



WHAT DO YOU SEE?

The goal of Equality and Equity are the same – fairness.

Equity: Everyone gets what they need based on their own situation

Equality: Everyone gets treated the same

HOW DOES IT COME TO LIFE IN BUSINESS?

Nike Flyease

Equality



Equity



Performance

Style

Size

Comfort



"Equality is everybody having a pair of shoes.
Equity is providing everyone a pair of shoes that **fit**."
-Enid Lee

INFOGRAPHIC



ALLYSHIP

- An Ally is someone that actively supports people from marginalized groups
- Allyship is about the work that you do, not just the ideals you hold
- Take responsibility, hold yourself accountable for making yourself and workplace more inclusive
- Seek to understand the experiences across diverse groups. Attend a dialog circle or a panel discussion offered by the Inclusion & Diversity team.
- Make it a habit to become aware of voices not being heard in meetings, and who is not included at the table.
- Be aware of your body language and use verbal and non-verbal actions to demonstrate support.



PRONOUNS

- Respecting someone's self-identification means using the gender pronouns with which they identify.
- Normalize indicating your gender pronouns in everyday use.
- You cannot assume how someone identifies their gender based on their appearance.
- Add your pronouns to your email signature and social media.
- When in doubt, lead with your own pronouns to show support and create safety in the conversation.
- If you are in a group setting, avoid using terms like guys/ladies; try using neutral terms like people, folks, or ya'll.



NATIONALITY, ETHNICITY, RACE

- To be a national is to be a member of a state. Nationality is acquired by birth, adoption, marriage, or descent
- Ethnicity describes large groups of people classed according to common racial, national, tribal, religious, linguistic, or cultural origin – Ethnicity describes your culture
- Race is a category of humankind that share certain distinctive physical traits such as skin color or hair texture
- Nationality, ethnicity, and race do not show up at the genetic level



EQUITY & EQUALITY

What is Equity: Everyone gets what they need based on their own situation

- Equity is a process that promotes fairness by acknowledging an unequal starting place and works to continuously address and correct the imbalances. Equity means giving people what they need to be successful. Equity requires a redistribution of access, opportunity, and resources.

What is Equality: Everyone gets treated the same

- Equality promotes fairness by treating everyone the same. The shortcoming of equality is that it assumes that everyone starts from the same position. You cannot have equality until you have equity.