

Structural Inequity vs Inequality

Structural Inequity

Structural Inequity is a *root cause*.

It is comprised of the systemic injustices and unfairness (e.g., bias in policies) that cause unequal outcomes.

Structural Inequality

Structural Inequality is a *result*.

It refers to the unequal distribution of resources, power, and opportunities that result from Structural Inequity.

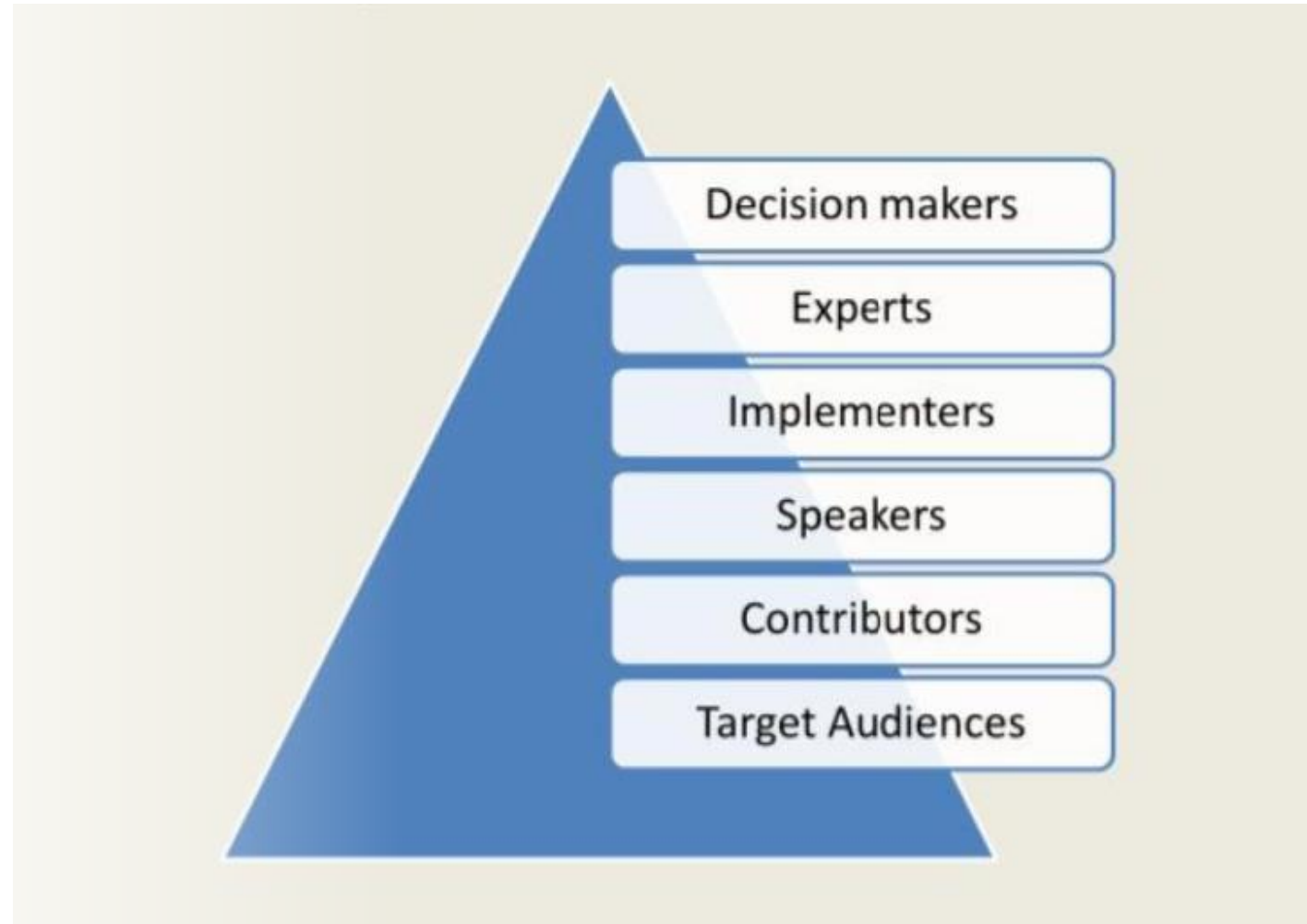
Lived Experience

Lived Experience represents firsthand, subjective knowledge, understanding, and insight.

The **Greater Involvement Principle** asserts that people with direct lived experience are not just passive subjects of care, but fundamental to self-determination and decision-making. This principle ensures that personal experience is treated as critical expertise in shaping programs, policies, and research.

Transforming Lived Experience into Critical Expertise

The **Pyramid of Involvement** models increasing levels of involvement, with the highest level representing complete application of the *greater involvement principle*.



Proximity

“Get close to the things that matter. Get close to the places where there is inequality and suffering. Get close to the spaces where people feel oppressed, burdened, and abused. See what it does to your capacity to make a difference.

See what it does to you.”

-Bryan Stevenson, Founder, Equal Justice Initiative and Author, Just Mercy



Allyship

Allyship consists of actions, behaviors, and practices that one can take to support, amplify, and advocate with others, especially with people whose backgrounds, perspectives, and life experiences differ from theirs. Allyship is not static; It is a dynamic process that demands regular *self-examination* and *education*.

- Allyship begins with *self-examination* to understand the power, privilege, and access available.
- Allyship means *educating ourselves*, through the avenues available first, before reaching out or leaning on others to teach us.
- Allyship is an *inherently uncomfortable* thing to do. It takes courage, vulnerability, and humility – especially when we're told that we've gotten it wrong.

“When you know better, do better.” – Dr. Maya Angelou

<https://www.ccl.org/articles/leading-effectively-articles/what-is-allyship-your-questions-answered/>

<https://mrc.ucsf.edu/allyship>