JDAI Massachusetts: Embracing the “Equity Lens”



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| Equality is treating everyone the same.  Equality aims to ensure that people get the same things in order to enjoy full, healthy lives. | Equity is giving everyone what they need to be successful.  Equity involves trying to understand and give people what they need to enjoy full, healthy lives. |

Like equity, equality aims to promote fairness and justice, but it works only if everyone starts from the same place and needs the same things. In contrast, we seek to use an “**Equity Lens**” when designing and implementing reforms. By focusing on equity we ensure that needs of the most marginalized youth in society are met. As a result, all young people are better off.

**JDAI Massachusetts is putting Equity at the forefront of our reforms.**

*“All of our work must strive to achieve race equity, a state in which all children have the same opportunity to reach the potential we know they have. Achieving the goal of race equity, of truly removing the fortified racial barrier our county has built over time, requires dedicated people using sophisticated tools to incorporate race equity and inclusion at every stage of their work for social change.”*

– Race Equity and Inclusion Action Guide, Annie E. Casey Foundation