

DIVERSITY COMMITTEE

Imagining Equity at AMAPCEO

“Equity within unions is not just one of several prerequisites for union renewal but, rather, the central prerequisite.”

- From *Moving Beyond Diversity* (2014)

Understanding Equity and Equality

Equality generally refers to the equivalent, or same, distribution of resources or access. Equality is often regarded as the expression of symmetry or balance, and as such is a go to concept for questions of equal access and justice. However, when we think of achieving equality within AMAPCEO, the process by which we get there cannot simply be to offer the ‘same’ or equivalent resources to all our members. This is because the membership is diverse, with different and unique identities, barriers, needs and wants. For example, the allocation of the same resources to a group with differing identities or barriers would not result in equality, but rather, a group with the same differences, just more across the board. While this approach might seem like a good ‘starting point’ the result is not a more equitable distribution of resources, it is status quo.

Thus, **Equity**, or the fair and thoughtful distribution of what we have, based on what we know, remains a clearer path to equality. Equity should be the process, equality is the outcome.

Two Equity Frameworks:

A PRINCIPLED APPROACH TO EQUITY	A PRACTICAL APPROACH TO EQUITY
We do equity because it’s right	We do equity because it works.

Equity is a moral imperative	Equity is in the interest of union survival and growth.
Equity is a goal. We work for equity.	Equity is a question of strategy, a tool to grow and strengthen the union.
Equity is a question of principle, a matter of justice and human rights.	Equity is a means to an end: we work for better contracts, with equity as one of our tools.
Equity brings justice to equity seeking groups who are directly affected by the injustice.	Once barriers are removed, the union benefits from the greater participation of equity seeking groups.

* Table from *Moving Beyond Diversity: Towards Inclusion and Equity*

Diversity for AMAPCEO refers to the presence and/or acknowledgement and valorization of a wide range of human qualities and attributes within the AMAPCEO make-up (i.e. AMAPCEO office, volunteers/activists and AMAPCEO Membership). The dimensions of diversity include, but are not limited to: age, gender, ethnicity, race, language, sexuality, physical and intellectual ability, experience, skill and talent. The presence of diversity within AMAPCEO’s membership or activist base does not necessarily signal equity, or inclusion, and we must continue to strive for both.

AMAPCEO’s Diversity Vision Statement

AMAPCEO is committed to the elimination of discriminatory and exclusive behaviour, policies or practices that prevent or undermine the full and equitable participation of all who wish to join and pursue the mission of the organization. AMAPCEO will take proactive steps to ensure that full and equitable participation is possible and will create an environment where Association members are respected for their abilities and potential. AMAPCEO is committed to build a culture in which equity, diversity, tolerance and safety are fundamental.