Screen fades to white background with orange and black OSU-OKC and Diversi-FIVE logos. Two lines of black text below the logos read, “Equality vs. Equity Emily Cheng, Director of Disability Services and Diversity.” Small video camera view of Emily in the lower right-hand corner of the screen. White background and soft, uplifting music with no vocals is present throughout the video.

**EMILY:** Hey everyone this is Emily from the OSU-OKC Disability Services and Diversity Office coming at you with another of our Diversi-FIVE video series where we explore various diversity topics in five minutes or less! For accessibility we've got a descriptive transcript of this Diversi-FIVE posted right above the link to this video. So today we're looking at the concepts of equality versus equity and how those two are a little bit different.

Black text on screen reads, “Equality = treating everyone the same, providing everyone with the same thing regardless of starting point or resources”

**EMILY:** Equality is essentially treating everyone the same and providing everyone with the same thing regardless of their starting point or resources. Sounds good, right?

On screen is an image of a hand with pink fingernail polish holding a very small, miniature chocolate ice cream cone.

**EMILY:** Equality's kind of like providing everyone with the same adorable tiny chocolate ice cream cone.

Black text on screen reads, “Works if everyone starts with the same resources and needs the same help”

**EMILY:** And equality can work if everyone starts with the same resources and needs the same type of help.

On screen is a foreground image of a single scoop of strawberry ice cream on a spoon with fresh strawberries around it. A partial shot of a silver metal bowl with multiple scoops of strawberry ice cream inside it is in the background.

**EMILY:** But what if someone's allergic to chocolate?

On screen is an image of three scoops of butter pecan ice cream in a square white bowl.

**EMILY:** And on top of that, what if they've had like, a really bad day and want more than just one tiny super cute ice cream cone? Maybe three scoops of butter pecan ice cream might be better for that person.

Black text on screen reads, “Equity = giving everyone what they need”

**EMILY:** That's where the concept of equity comes in, which is giving everyone exactly what they need.

Black text on screen reads, “Fair treatment for all; seeks to identify and eliminate barriers to full participation for some groups; support is individualized”

**EMILY:** Equity looks at fair treatment for all and seeks to identify and eliminate barriers to full participation for some groups. And under equity, the support that people receive is individualized.

On screen is an image of a large black and orange tub of ice cream that reads, “Perry’s Chicken Wing Premium Limited Edition Ice Cream.” The images on the ice cream tub show a light brown scoop of ice cream with small chicken wings in the background.

**EMILY:** Much like this highly individualized choice for chicken wing ice cream. There's probably a reason why that's limited edition, right? ((makes a soft gagging noise))

Black text on screen reads, “Meet people where they’re at”

**EMILY:** Equity is a huge part of creating a culture of welcome and inclusion where people feel supported, valued, and important. So meet people where they're at. Consider their backgrounds, their stories, what they've experienced.

Black text on screen reads, “Practice empathy”

**EMILY:** And practice empathy. Imagine what it would be like to walk in their shoes and live their life.

Black text on screen reads, “Give them what they need.”

**EMILY:** And consider giving them what they need in the moment. Everyone's different. Everyone's vibrant. And sometimes people need a little bit something different than what we might be used to.

On screen is an image of a sliced grilled cheese sandwich with both halves stacked on top on one another and the words “Yes I might be mildly obsessed with food pictures”

**EMILY:** And because this totally wouldn't be a Diversi-FIVE without random and weird pictures of food, I'm going to leave you folks with this amazing, majestic picture of grilled cheese sandwiches.

Video fades to the same white background with the orange and black Diversi-FIVE logo centered at the top of the screen. Text below the logo appears, “How will YOU Diversi-FIVE? Have an idea for a future Diversi-FIVE topic? Want to talk about diversity and inclusion at OSU-OKC? We’ve got you. Disability Services and Diversity Office, Student Center, Room 136. (405) 945-3385. <https://osuokc.edu/diversity>”

**EMILY:** So how will you Diversi-FIVE? Have an idea for a future Diversi-FIVE topic or want to talk about diversity and inclusion here at OSU-OKC? We've got you. Reach out to us and we would love to hear from you. Until next time, love and peace.