





I.D.E.A.'S @ DWHN

Inclusion, Diversity, Equity, Access

diversity@DWHN.org

Diversity **Equity** **Inclusion**

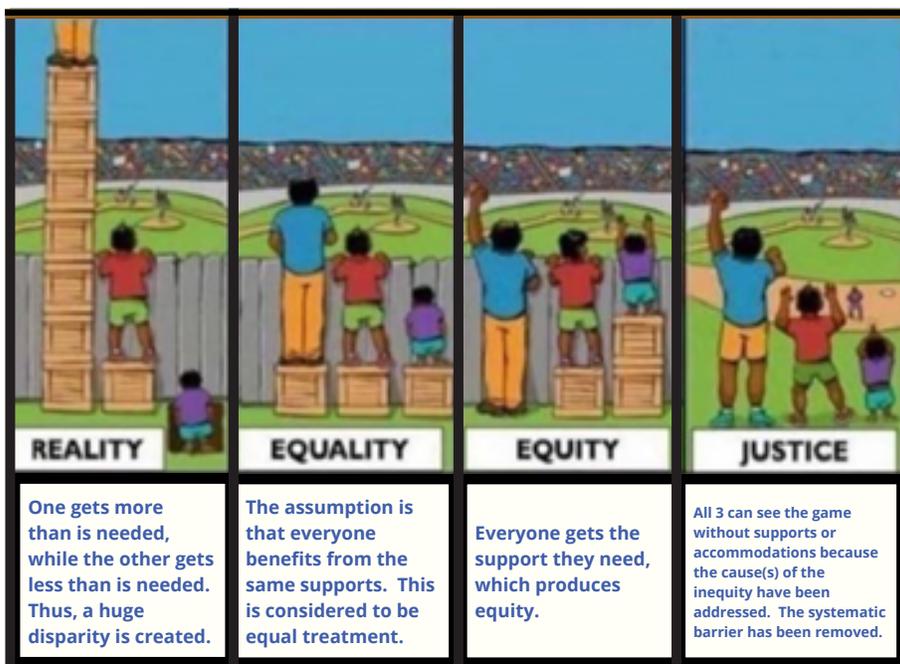
EQUITY VS. EQUALITY: WHAT'S THE DIFFERENCE?

While the words equity and equality may sound similar, the implementation of one versus the other can lead to dramatically different outcomes for marginalized people. Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different barriers and allocates the resources and opportunities needed to reach an equal outcome.

The use of the word equity has increased due to concerns about social justice and a desire for fairness for historically oppressed groups. In the law, minority groups may have equal rights but are still treated unfairly.*

Equity is a solution for addressing imbalanced social systems. Justice can take equity one step further by fixing the systems in a way that leads to long-term, sustainable, equitable access for generations to come.

*(https://www.marinhhs.org/sites/default/files/boards/general/equality_v._equity_04_05_2021.pdf)



“If you are neutral in situations of injustice, you have chosen the side of the oppressor.”

-Desmond Tutu

Upcoming Days of Significance

- Native American Heritage Month**
- 11/1 - All Saints Day/All Souls Day
- 11/1 - Samhain
- 11/16 - National Day of Tolerance
- 11/16 - Dutch American Heritage Day
- 11/20 - Transgender Day of Remembrance
- 11/30 - Feast of St. Andrew

Meet the Diversity, Equity & Inclusion Committee



Carly Steele, LLMSW (she/her)
East Region Youth Coordinator

My name is Carly Steele. I have my master's degree in social work from Wayne State University and have been at DWIHN for a little over a year. In my personal life, I am involved in local community outreach and enjoy spending time at home with my mischievous but adorable rescue dog named Dyer.

I work in DWIHN's Children's Initiatives department as the East Region Youth Coordinator within the Youth United initiative. Youth United is intended to promote youth voice and participation within the Wayne County System of Care. My main responsibilities include facilitating focus groups to incorporate their voices into programming and hosting Courageous Conversations to discuss pressing issues with youth in the community.

Personally, diversity, equity, and inclusion means acknowledging and valuing our different experiences, identities, and perspectives. I think that DEI goes beyond just including or employing people of varying race, gender, ethnicity, sexual orientation, age, class, or abilities. It also means taking different approaches to ensure equal outcomes for all and creating an environment that is supportive of everyone's needs.

Provider Spotlight



Centria Autism

Centria Autism was founded in 2010 and quickly became a leading provider of Applied Behavior Analysis (ABA) Therapy to children with autism in the country. After just five years, Centria Autism grew to be the largest ABA Therapy provider in Michigan and has since expanded to serve 13 states in the U.S.

<https://www.centriahealthcare.com/autism>

If you would like to receive services,
call the DWIHN 24/7 Access Helpline:

1-800-241-4949

