**The Inequity Inertia Manifesto**

**1. The Premise**

Inequity does not persist by accident—it is maintained by systems, structures, and habits that subtly, and often invisibly, favor some over others.  
Even when new opportunities open, the momentum of the past carries forward. This is **inertia**: the tendency of an unequal state to reproduce itself, unless actively disrupted.

**2. The Model as a Lens**

The Inequity Inertia model simulates a power structure—a finite “tier” of influence, leadership, or opportunity—where individuals cycle in and out over time. It reveals how:

* **Bias** (β) skews selection in favor of the historically dominant group.
* **Retention differences** (rA, rB) quietly reinforce imbalance.
* **Capital accumulation** (α) compounds advantage over time.
* **Policy interventions** (weighted preferences or quotas) can shift the system toward equity—but only if designed and sustained with intention.

**3. Our Core Observations**

1. **Merit alone cannot erase history** — even with fair rules today, inherited capital, network effects, and subtle biases will perpetuate gaps.
2. **Retention is as powerful as recruitment** — without equalizing retention rates, even aggressive recruitment policies have limited effect.
3. **Time is not neutral** — without intervention, inequity not only persists, it calcifies.
4. **Policy design matters** — “Weighted” selection shifts probabilities; “Quota” ensures immediate proportionality, but each has trade-offs in realism and acceptance.

**4. The Call to Action**

We refuse to accept inequity as a natural state.  
We call for:

* **Transparent measurement** of representation gaps over time.
* **Active retention strategies** that address not just entry, but survival and growth.
* **Iterative policy design** that blends data, ethics, and community priorities.
* **Cultural shifts** that erode the hidden mechanisms of advantage.

**5. Why a Simulation?**

Because debates on equity often get stuck in abstraction.  
This tool turns invisible forces into visible dynamics, making it impossible to claim *“the system will fix itself.”*  
It offers a shared language—parameters, curves, and outcomes—for discussing what interventions work, what their limits are, and how fast change can realistically happen.

**6. Our Commitment**

The Inequity Inertia project exists not to prescribe one solution, but to make the consequences of inaction undeniable.  
We believe that equity is not just a moral imperative—it is a structural choice that must be made, measured, and maintained.

**Inaction is also a policy. Let’s choose better.**