A large body of societal-level evidence has shown that higher levels of income inequality are associated with negative societal outcomes, including lower social capital, lower trust, greater crime, and poorer mental/physical health and wellbeing. However, surprisingly little research has examined individual-level effects of inequality. I present experimental and survey evidence linking individual-level inequality (and its downstream emotional consequences) with various decision-making and health-related outcomes at the individual level in both organizations and society more generally. I focus on how risk-sensitivity theory – a decision-making theory derived from behavioral ecology – can be used to shed light on decision-making processes linking inequality and risk.