**EQUITY AND INCLUSION TERMS**

**Equality**: Access to or provision of equal opportunities. Individuals seem to be protected from discrimination because everyone gets the same thing, but there’s no requirement to pay attention to the “uneven playing field” created historically.

**Equity**: The condition that would be achieved if historically marginalized identities no longer predicted how individuals fare in all aspects of economic, social and political life. Equality of access could be implemented at this point because the playing field has been leveled through proactive development and implementation of policies, practices, attitudes and actions that counteract historically exclusion and inequitable power relations.

**Access**: The extent to which an institution, organization, practice, policy, public space, or facility is readily approachable and usable by marginalized populations.

**Diversity**: The presence of different races, ethnicities, genders, and sexualities, national origins, religions, disabilities, sexual orientations, socioeconomic statuses, education levels, marital statuses, languages, and physical appearances.

**Inclusion**: Inclusion is a measure of the active acceptance of and respect for all people, regardless of race, gender, sexual orientation, gender identity, political beliefs, etc. Achieving this requires committing to policies and practices that integrate traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in ways that share power.

**Microaggression**: Everyday insults, indignities and demeaning messages sent to historically marginalized groups by members of a socially dominant group who may be conscious or unconscious of the messages being sent.

**Racism**: Individual, cultural, institutional and systemic ways disproportionate and disadvantaging consequences are created for groups historically or currently defined as non-white (African, Asian, Hispanic, Native American, etc.) due to the systemic advantage (privilege) of groups historically or currently defined as white.

**Intersectionality**: An approach largely advanced by women of color, arguing that classifications such as gender, race, class, and others cannot be examined in isolation from one another; they interact and intersect in individuals’ lives, in society, in social systems.