

GLOSSARY OF TERMS

- **Inequities:** When systems and policies create less opportunity between groups that are systemic, avoidable and unjust. These could be in health, education, housing, criminal justice, etc. and are based on factors like gender, race, physical and mental ability, sexual orientation or immigration status.
- **Disparities:** Measurable differences among groups of people. Inequities cause disparities.
- **Structural racism:** When all of our institutions, such as housing, education and transportation, collectively create institutions and policies that work better for white families than for families of color. Structural racism limits opportunities for some, but contributes to poor outcomes for all. Other forms of discrimination may relate to classicism, ableism, heterosexism, etc.
- **Language Justice:** An approach that creates inclusive, multilingual spaces in which all languages are honored equally and speakers of different languages benefit from sharing with one another.
- **Community:** Groups of people who are impacted by policies and programs. Often times, “community” refers to people who have historically been left out of the decision-making process. A community is not necessarily limited by geographic boundaries.
- **Displacement:** A process by which families involuntarily have to move, generally to a new neighborhood or city, because they can no longer afford the high costs of new development. Oftentimes, families affected by displacement are low-income families and/or families of color who may have lived in a neighborhood for generations.
- **Gentrification:** The process of improving a neighborhood through new development such as food stores, bike lanes, and health services, which may lead to the displacement of long-time residents.
- **Intersectionality:** Individuals have many different social identities including: gender, race, class, age, ability, religious status, sexual identity, education level, language, etc. All of these various social identities overlap and interact with each other. When an individual has multiple social identities that are more often discriminated against, the effects of inequity are greater.
- **Thrive:** When a person has the opportunity to make healthy choices, afford food and housing, have good jobs that can sustain a family, attend quality schools for better education, and fulfil their potential.
- **Implicit Bias:** Attitudes or stereotypes that affect our understanding, actions and decisions. People are usually unaware of their own biases because they operate at the subconscious level.
- **Diversity:** A description of differences usually based on identities such as race, gender, ability, etc. Diversity ≠ Equity and does not always happen intentionally.
- **Inclusion:** What you do with diversity to ensure individuals have the opportunity to fully participate in decision-making processes. Intentionally promotes a sense of belonging where the inherent worth and dignity of all people are recognized and leverages abilities, unique qualities and perspectives of individuals.

GLOSSARY OF TERMS

- **Equality:** Assures everyone is treated the same regardless of the starting point or context. Equality ≠ Equity.
- **Equity:** When everyone, regardless of who they are or where they come from, has the opportunity to thrive. This requires eliminating barriers like poverty and repairing injustices in systems such as education, health, criminal justice and transportation.
- **Power:** Our ability, as individuals and as communities, to produce an intended effect. Power manifests in both positive and negative ways and shows up formally and informally.
- **Ally:*** Someone from a dominant group (who experiences unearned access and/or power) who acts in support of non-dominant group members. Allies take action, reflect on their own thinking and beliefs, seek out learning opportunities and take initiative in interpersonal relations for the benefit of both dominant and non-dominant group members.

*Adapted from the Luna Jiménez Institute for Social Transformation



Diversity to Equity Continuum

	<i>"A description of your differences"</i>	<i>"What you DO with your diversity"</i>	<i>"Giving everyone the same access"</i>	<i>"Leveling the playing field"</i>
<i>What it looks like in practice</i>	<ul style="list-style-type: none"> - Not always strategic; it can happen accidentally - It is possible to be "diverse" and not "include" people or communities 	<ul style="list-style-type: none"> - Requires intentional action to make everyone feel valued - Goes beyond simply "becoming diverse" by truly leveraging individual's unique qualities and perspectives 	<ul style="list-style-type: none"> - Ensure that everyone is supported by providing the same resources or treatment - Ensures everyone is recognized and respected 	<ul style="list-style-type: none"> - Recognizes that there are both advantages and barriers to accessing resources, and as a result we don't all start from the same place - Tailors platforms for success. Works to correct and address systemic barriers
<i>How success is often defined</i>	<ul style="list-style-type: none"> - Statistics (i.e. we hired x% of women; y% Latinx participants). 	<ul style="list-style-type: none"> - Retention, trust and engagement of community/individuals 	<ul style="list-style-type: none"> - Assuring all groups/people have the same. 	<ul style="list-style-type: none"> - Treating people differently based on historic injustices and present-day barriers so everyone has the opportunity to thrive.