Glossary Diversity, Inclusion, Equity, and Justice
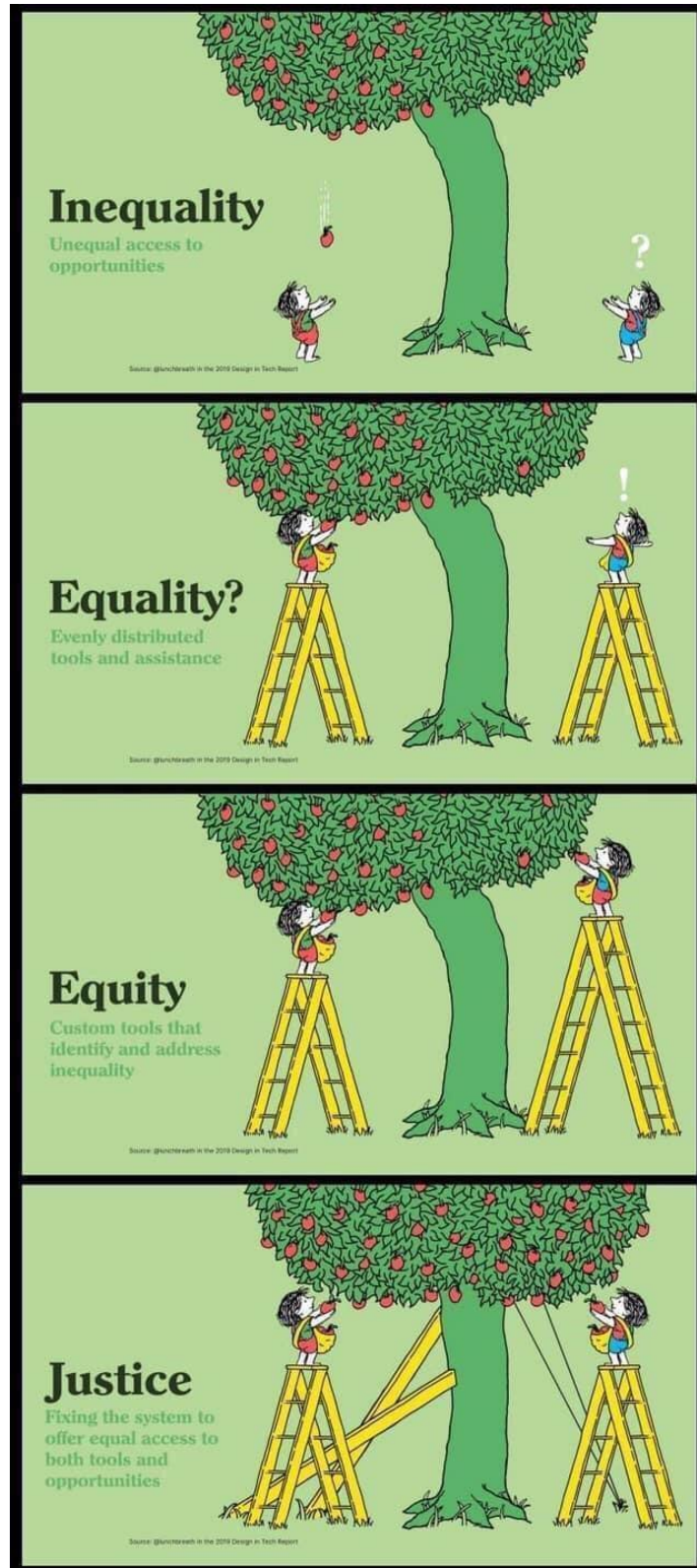

Image from Tony Ruth's equity series: https://uxatt.com/tony-ruths-equity-series-a-new-poster/

Name	Definition	Source
Social justice	Social justice is the acknowledgement that society is divided and unequal along social group lines that include race, class, gender, sexuality, and ability. These divisions and inequalities have far reaching consequences. When people use a social justice perspective, they commit to remedying those injustices.	1
Diversity	Diversity is the recognition that there are differences among people, their lived experiences, and their social identities, including race, ethnicity, gender, age, nationality, religion, abilities, sexual orientation, and other personal characteristics. Diversity is a quality of a group as a result of bringing together people who differ; an individual cannot be diverse.	2
Equity	Equity is a focus on the extent to which individuals and groups experience circumstances and life in ways that are fair and that offer equitable opportunities to achieve similar outcomes. Equity acknowledges that advantages and barriers exist (i.e. not everyone starts from the same place), and provides people with resources that fit their circumstances.	2
Equality	Equality is a focus on people having the same things, but it fails to pay attention to history or conditions that shape people's access to these things (e.g., health, school).	2
Inclusion	Inclusion is the intentional and active creation of environments in which any individual or group can feel welcomed, respected, supported, and a part of a group or workplace. An inclusive environment, space, climate, or experience is one in which all individuals feel welcomed, respected, and valued to fully participate.	2
Ally	An ally is an individual who belongs to group with power or privilege and who recognizes, rejects, and takes action against ideologies, policies, structures, and practices that undermine diversity, equity, inclusion, and justice.	3
Brave spaces	Brave spaces are intentional, shared spaces where people can feel confident to voice difficult or challenging ideas. The term "brave spaces" emphasizes the need for courage to discuss and address DEIJ issues and the inherent riskiness, difficulty, and controversy involved in discussing and taking action toward DEIJ.	4

References
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2. The Annie E. Casey Foundation. (2015). Race Equity and Inclusion Action Guide. Baltimore, MD: Author. Retrieved from https://www.aecf.org/m/resourcedoc/AECF_EmbracingEquity7Steps-2014.pdf - page=7
3. Association of American Colleges & Universities. "Making Excellence Inclusive." *Association of American Colleges & Universities*, 21 Mar. 2019 www.aacu.org/making-excellence-inclusive
4. Griffin, P. (1997). Introductory module for the single issue course. In M. Adams, L. A. Bell, & P. Griffin (Eds.), *Teaching for diversity and social justice: A sourcebook*. New York, NY: Routledge.