All University Conservation, March 3, 2016

Equity:

- Same opportunity to achieve, understanding that not everyone begins at the same starting point. This implies a commitment to allocation of resources to enable the highest possible level of achievement.
- An environment that embraces and allows for fair and equal distribution of access, achievement, identity and power.
- Impartial fairness, meaningful identity <u>power,</u> achievement for all.
- Making the uneven, even.
- All treated fair, entitled to the same opportunity.
- Quality of being impartial and fairness. Result of inclusion – Diversity, inclusion, outcome is equity.
- Fairness and impartiality with regard to access, identity, achievement, and power for all people.
- Requires acknowledgement of privilege; operates at a level of society. Address distribution of advantages and disadvantages in society.
- Equality through cultures for everyone, putting aside stereotypes, treating everyone with respect and kindness.

Diversity:

- Differences that enrich and broaden a common experience in an atmosphere of mutual respect and dignity, recognizing each other's shared humanity.
- <u>Power</u>, to embrace/celebrate, acceptance openness to differences; interdependence of the whole, a richness.
- A system whereby recognizing the differences within humanity and the history of those difference and embracing the power within the collective group, empowering all.
- Anything that makes you unique wide range of characteristics.
- Variety in race, ethnicity, gender, socio-economic status, religions, experience, perceptions.
- Recognize, appreciate, and show mutual respect for similarities and differences of all people.
- Incorporation and valuing of different perspectives within and among groups.
- Unique individualities and celebrating the differences. Embracing the richness of differences, empowering others.

Inclusion:

- Be able to do what interests you support, representation, and opportunities.
- A society providing accessible opportunities for all.
- Welcoming to all – included and safe.
- Once variety in achieve, a feeling of belonging, safety and participation in decision making and discussions, SAFE, inviting shaping of power.
- Enveloping all people and ideas regardless of differences.
- Actively seeking a range of perspectives to celebrate differences through interactions.
- Including everyone, invite everyone, be welcoming and accepting of others.

Social Justice:

- Process (moral imperative, "dynamic." Every aspect of life not just the law. Ensures honor through distribution, design, increases seeks, builds, challenges, empowers.
- A process that seeks to challenge that roots of injustice and oppression and hopes to have conversations of accessibility for all.
- The belief that every individual and group is entitled to fair and equal rights.
- Empowers all people to exercise self-determination and realize their full potential; seeks fair (re)distribution of resources, opps, and resps. – a process.
- Processes to create and ensure a just and fair society for all.
- Encompasses political, legal, social and economic dimensions; requires acknowledgement of privilege, which requires active study.
- Has to do with more than laws it is everything being just, human welfare.