

Diversity, Inclusion, Equity and Justice – Definitions and Distinctions

- **Diversity** is the presence of difference within a given setting. It is about a collective or a group and can only exist in relationship to others.
- **Inclusion** is about people with different identifies feeling and/or being valued, leveraged and welcomed within a given setting.
- **Equity** is an approach that ensures everyone access to the same opportunities. It recognizes that advantages and barriers exist, and that, as a result, we don't all start from the same place or have the same experience. It is a process that begins by acknowledging unequal starting places and corrects and addresses ongoing imbalances.
- **Justice** is when everyone has access to the same opportunities because the sources of power and privilege have been surfaced and causes of inequity have been addressed.