Let Change Be Organic  |  Look Inward  |  Look Outward  |  Break Down Barriers  |  Start A Conversation

**EQUITY**

Often confused with equality, equity is different in that it assumes that there are existing differences. These differences are considered in order to ensure a fair process, and in so doing, a fair outcome. Equity recognizes that there are some groups that for reasons of access were marginalized or underrepresented. At its core, equity is a means of improving and alleviating lingering organizational practices, procedures, and policies that could otherwise deter disadvantaged groups.

**DIVERSITY**

Diversity can be defined as the sum of the ways that people are both alike and different. Visible diversity is generally those attributes or characteristics that are external. However, diversity goes beyond the external to internal characteristics that we choose to define as “invisible” diversity. Invisible diversity includes those characteristics and attributes that are not readily seen. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each.

**INCLUSION**

Inclusion means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities, and can contribute fully to the organization’s success.