

Welcome  
Everyone!

A good  
start



*cute*

# Diversity is...

Interesting

embracing  
colors

Perspective

The many  
places from  
where we  
came.

Individuality

a result  
of  
history

INEVITABLE

Integral

Society

Different  
opinions

Wholesomeness

everyone

Uniqueness

Reflective

Dignity

Truth

essential

not-me

STRENGTH

everyone

An  
outcome,  
not end  
all be all

many cultures  
sharing/exploring/resp  
ecting

representation

representation

Meaning

A holistic  
expression of  
humanity

Breadth

a space where  
different  
backgrounds/cultures  
/abilities are equally  
honored

Natural

On its  
way

Strength  
through  
complexity

a journey

care

Everyone  
at the  
table

Equity is...

worth  
the  
work

Often a big idea  
used to make white  
people feel good  
about themselves  
without changing  
anything about the  
way systems work

Essential

essential

step  
stools  
where  
needed

when outcomes can  
no longer be  
predicted by things  
like race and gender

For  
everyone

respect

Welcoming

CLOSER

A  
tool

Equity is key, but  
learning to be  
anti-racist is critical  
to dismantle racist  
systems, beliefs,  
practices, and  
institutions that  
perpetuate  
oppression

an  
outcome -  
justice

fairness

Freedom

a fair  
chance

Human

consistent  
deconstruction of  
internalized biases

A mechanism

deconstruction of  
supremacy

just

Meeting  
unique needs  
for the good  
of the  
community

leveling

foundational

Vital

JUSTICE  
in  
PRACTICE

listening

difficult  
to achieve

A  
pathway  
to  
liberation

tailored

sharing the  
advances and  
the result of  
the work

justice

# Inclusion is...

belonging

**A wide  
open  
circle**

Welcoming +  
Community

outreach /  
openness

EMPATHY

**woven**

genious

going to  
unknown  
places

Everyone  
at the  
table

Inviting  
someone  
to dance

**better**

more than  
inviting  
after the  
fact

essential

nothing  
about us  
without  
us

firsts and  
seconds  
for  
everyone

a  
conscious  
choice; a  
strategy

**Heard  
voices**

measured by  
personal  
experience,  
not external  
indicators

consistent  
critical  
thinking on  
positionality

**for all  
bodies**

**SEXY!**

**Expansive**

A strange  
term because  
it keeps the  
power  
structure as it.  
who includes?

**Everyone**

making  
space

**all of  
us**

**Not  
Pie!**

**Action**

belonging

Belonging

**the  
future**

Community



