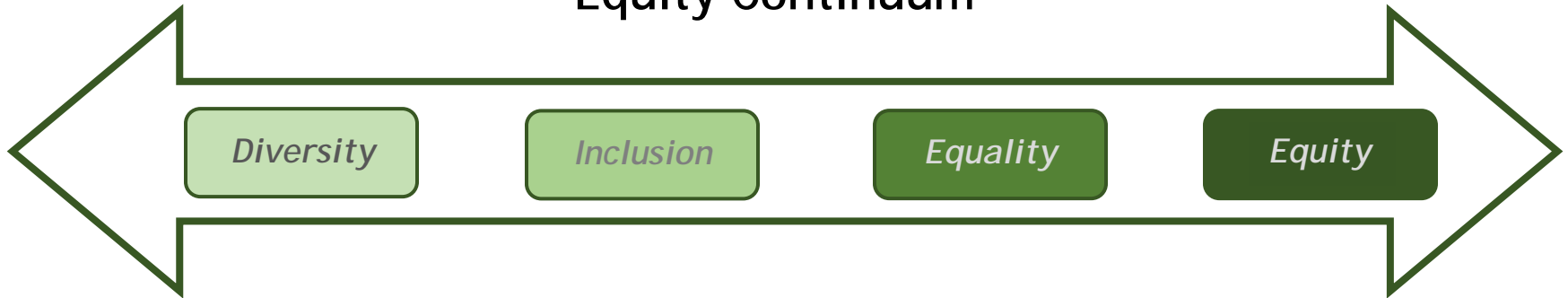


Equity Continuum



	<i>"A description of your differences"</i>	<i>"What you DO with your diversity"</i>	<i>"Giving everyone the same access"</i>	<i>"Leveling the playing field"</i>
<i>What it looks like in practice</i>	<ul style="list-style-type: none"> - Not always strategic; it can happen accidentally - Does not describe how people function or work - It is possible to be "diverse" and not "include" people or communities 	<ul style="list-style-type: none"> - Requires intentional action to make everyone feel welcomed and valued: inclusion is not a natural consequence of diversity - Goes beyond simply "becoming diverse" by truly leveraging abilities, unique qualities and perspectives of individuals - Focuses on the real experiences of individuals and communities 	<ul style="list-style-type: none"> - Achieved by making sure that everyone is supported by providing the same resources or treatment - Ensures everyone is recognized and respected 	<ul style="list-style-type: none"> - Recognizes that there are both advantages and barriers to accessing resources, and as a result we don't all start from the same place - Tailoring platforms for success and working to correct and address systemic barriers

<i>How success is defined</i>	<ul style="list-style-type: none"> - Success (and failure) is often defined by simple statistical performance (i.e. we hired x% of women; we have x% Black participants, y% Latinx participants, and z% white participants). 	<ul style="list-style-type: none"> - Success is defined through retention, trust and engagement of employees/community/individuals 	<ul style="list-style-type: none"> - Success is often defined by assuring that all groups/people have the same. 	<ul style="list-style-type: none"> - Success is often defined by treating groups/people differently based on historic injustices and present-day barriers so everyone has the opportunity to thrive.
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