

# DIVERSITY & INCLUSION

VERSUS

# JUSTICE & EQUITY

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## LANGUAGE OF APPEASEMENT

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*Adapted from the article "Colleges need a language shift, but not the one you think (essay)" by Dr. Dafina-Lazarus Stewart*

### DIVERSITY ASKS...

"Who's in the room?"

### EQUITY RESPONDS...

"Who is trying to get in the room but can't? Whose presence in the room is under constant threat of erasure?"

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### INCLUSION ASKS...

"Has everyone's ideas been heard?"

### JUSTICE RESPONDS...

"Whose ideas won't be taken as seriously because they aren't in the majority?"

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### DIVERSITY ASKS...

"How many more of [pick any minoritized identity] group do we have this year than last?"

### EQUITY RESPONDS...

"What conditions have we created that maintain certain groups as the perpetual majority here?"

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### INCLUSION ASKS...

"Is this environment safe for everyone to feel like they belong?"

### JUSTICE RESPONDS...

"Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?"