# **Justice**

Proactive creation and reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, impacts, and outcomes for all. Racial justice work is not only about being “not racist” and instead requires the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures and sustained action.

- Racial Justice ≠ Diversity (Diversity = Variety)

- Racial Justice ≠ Equality (Equality = Sameness)

- Racial Justice = Equity (Equity = Fairness, Justice)

Racial jus­tice is the sys­tem­at­ic fair treat­ment of peo­ple of all races that results in equi­table oppor­tu­ni­ties and out­comes for every­one. All peo­ple are able to achieve their full poten­tial in life, regard­less of race, eth­nic­i­ty or the com­mu­ni­ty in which they live.

# **Equity**

A condition that will be achieved when all groups have access to the resources and opportunities necessary to eliminate disparities and improve quality of life.

Equity is a state to which we aspire that we have not yet achieved. Racial equity is not just the absence of overt racial discrimination; it is also the presence of deliberate policies and practices that provide everyone with the support they need to improve the quality of their lives. It is a state in which all people in a given society share equal rights and opportunities. To pursue equity, policies and frameworks for society must address the underlying and systemic differences of opportunity and access to social resources.

The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations, and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.

Equity is ensuring all who wish to develop & contribute to the foundation & growth of the organization have the opportunity especially any identities that are underrepresented or marginalized. Promoting justice, impartiality & fairness within the procedures, processes & distribution of resources by institutions or systems.

Equity is ensuring all people have the opportunities to reach their full potential. Necessitates the creation & strengthening of policies, practices, & organizational structures that produce fair outcomes & eliminates disparities based on social factors.

Equity strives to identify & eliminate barriers that prevent the full participation. Demands that individual needs are taken into consideration. It accounts for identities (race, ethnicity, ability, nationality, gender, etc.) and circumstances that may otherwise hinder the success of one person over another.

# **Diversity**

Diversity refers to all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. Diversity includes not only race, ethnicity, and gender, but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.

Psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning styles.

Diversity embodies inclusiveness, mutual respect, multiple perspectives, & serves as a catalyst for change resulting in equity. Is mindful of all human differences.

Diversity is representation within a group or setting by people who carry a range of different social identities, perspectives & lived experiences.

Diversity is inviting people of varying identities such as race, gender, religion, nationality, & orientation into all levels of the organization.

# **Inclusion**

Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. It’s important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive.

The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate and bring their full, authentic selves to work. An inclusive and welcoming climate embraces differences and offers respect in the words/actions/thoughts of all people.

Inclusion is being asked to join the conversation, wanting to hear what is being contributed & creating ways for it to be incorporated into the culture, policies & practices of the organization

Inclusion is integration of diverse perspectives that provide a sense of belongingness. Actively asks & welcomes input from everyone as part of critical decision-making.

Inclusion is a core element for successfully achieving diversity. Inclusion is achieved by nurturing the climate & culture of the institution through professional development, education, policy & practice. The objective is to create a climate that fosters belonging, respect, & value for all & encourages engagement & connection throughout the organization & community.

# **Social Justice**

A concept of fair and just relations between the individual and society. This is measured by the explicit and tacit terms for the distribution of power, wealth, education, healthcare, and other opportunities for personal activity and social privileges.

“Social justice may be broadly understood as the fair and compassionate distribution of the fruits of economic growth.” [United Nations](http://www.un.org/esa/socdev/documents/ifsd/SocialJustice.pdf)

“Social justice is the view that everyone deserves equal economic, political and social rights and opportunities. Social workers aim to open the doors of access and opportunity for everyone, particularly those in greatest need.” [National Association of Social Workers](https://www.socialworkers.org/Advocacy/Social-Justice/Social-Justice-Priorities)

“Social justice encompasses economic justice. Social justice is the virtue which guides us in creating those organized human interactions we call institutions. In turn, social institutions, when justly organized, provide us with access to what is good for the person, both individually and in our associations with others. Social justice also imposes on each of us a personal responsibility to work with others to design and continually perfect our institutions as tools for personal and social development.” [Center for Economic and Social Justice](http://www.cesj.org/learn/definitions/defining-economic-justice-and-social-justice/)

# **Health Equity**

Health equity is the state in which everyone has a fair and just opportunity to attain their highest level of health. Achieving this requires focused and ongoing societal efforts to address historical and contemporary injustices; overcome economic, social, and other obstacles to health and healthcare; and eliminate preventable health disparities.1,2 (from the cdc, office of disease prevention & health promotion & Robert wood Johnson foundation)

Health equity means that everyone has a fair and just opportunity to be as healthy as possible. This requires removing obstacles to health such as poverty, discrimination, and their consequences, including powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care.” ( Robert wood Johnson foundation)

Health equity means ending institutional and discriminatory barriers that lead to health inequities and inequality. This includes factors within the healthcare system, such as racism and sexism, as well as factors outside the healthcare system, such as poverty and unequal distribution of resources. Health equityTrusted Source focuses on fundamental justice. The goal is to ensure equal access to quality healthcare and good health, even if this requires giving some people more support and resources.

Health equity takes into account different cultures, access to resources, and socioeconomic status. For example, poverty can affect health by reducing access to nutritious food, increasing stress and trauma, and forcing people to live in unsafe communities{ change to under resourced communities} ( medical news today Medically reviewed by Jason Daniel-Ulloa, PhD, MPH — By Zawn Villines on December 15, 2021)

Health equity is achieving the highest level of health for all people. Health equity entails focused societal efforts to address avoidable inequalities by equalizing the conditions for health for all groups, especially for those who have experienced socioeconomic disadvantage or historical injustices.- From Healthy People 2020

Equity is the absence of unfair, avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically or by other dimensions of inequality (e.g. sex, gender, ethnicity, disability, or sexual orientation). Health is a fundamental human right. **Health equity is achieved when everyone can attain their full potential for health and well-being. ( world health org)**