



A conversation for all membership to have!

- 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?”
- Inclusion asks: “Have everyone’s ideas been heard?”
- Justice responds: “Whose ideas won’t be taken as seriously because they aren’t in the majority?”
- 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?”
- Inclusion asks: “Is the environment safe for everyone to feel like they belong?”
- Justice challenges: “Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?”

– Dafina-Lazarus Stewart

Credits: Image by chezbeate from [Pixabay](#), text from [Language of Appeasement](#)