

WHAT DO WE MEAN WHEN WE SAY JEDI?

These terms and meanings are interconnected like pieces of a puzzle, informing the larger picture of our CSU community.

JUSTICE

JUSTICE is “...the right to be treated and the responsibility to treat others with fairness and equity, the duty to challenge prejudice, and to uphold the laws, policies and procedures that promote justice in all respects.”

—Principles of Community

Justice efforts address inequalities that arise from a differential distribution of power, resources, opportunities, and privilege. Examples of justice work could include:

- ⇒ Efforts for equitable:
 - ◇ Compensation
 - ◇ Career advancement and professional development opportunities
 - ◇ Employee performance systems
 - ◇ Participation and voice in departmental efforts
- ⇒ Improving policies, procedures, or transparent decision-making processes at CSU
- ⇒ Noticing something that meets standards, but improving it to become better and more equitable for our entire community.

DIVERSITY

DIVERSITY is a representation of people’s identities and experiences. Examples are:

- ◇ Age
- ◇ Culture
- ◇ Different ideas and perspectives
- ◇ Disability
- ◇ Ethnicity
- ◇ First generation status
- ◇ Familial status
- ◇ Gender identity and expression
- ◇ Geographic background
- ◇ Marital status
- ◇ National origin
- ◇ Race
- ◇ Religious and spiritual beliefs
- ◇ Sex
- ◇ Sexual orientation
- ◇ Socioeconomic status
- ◇ Physical appearance
- ◇ Medical diagnosis
- ◇ Documentation status
- ◇ Veteran status
- ◇ Populations historically underrepresented or excluded from participation in higher education

EQUITY

With **EQUALITY**, we think “same”—each individual or group is given the same resources or opportunities.

With **EQUITY**, we consider the different barriers and conditions that exist for individuals and groups.

Different resources or opportunities may be needed to reach an equal outcome.

WATCH THIS [4-MINUTE VIDEO](#) EXPLAINING EQUITY.

Equity efforts:

- ⇒ Involve policies, practices, and individual actions
- ⇒ Address conditions that suppress or uplift the status of members of marginalized groups
- ⇒ Invest attention and resources in improving conditions for those experiencing disproportionate burden

“You can’t have equality if you don’t do equity work first.”

INCLUSION

INCLUSION, sometimes referred to as **INCLUSIVITY**, makes the diversity that exists in our community meaningful. It is an intentional action.

Differences in identity and experience are embraced and included in how things get done.

Systems, projects, and programs are created with the needs and talents of a diversity of people and groups in mind, so that people feel welcomed, valued, and affirmed.



Sources for definitions on justice, equity, diversity, and inclusion:
<https://diversity.colostate.edu/notes-from-the-vpd-qa-how-leaders-can-take-action-to-advance-equity/>
<https://onlinepublichealth.gwu.edu/resources/equity-vs-equality/>