



# Anti-Racism & Anti- Oppression, Diversity, Equity, and Inclusion (ARAO-DEI) EXPLAINED

## DIVERSITY



The presence of a wide range of identities and qualities, both visible and invisible, within a community.

## EQUITY

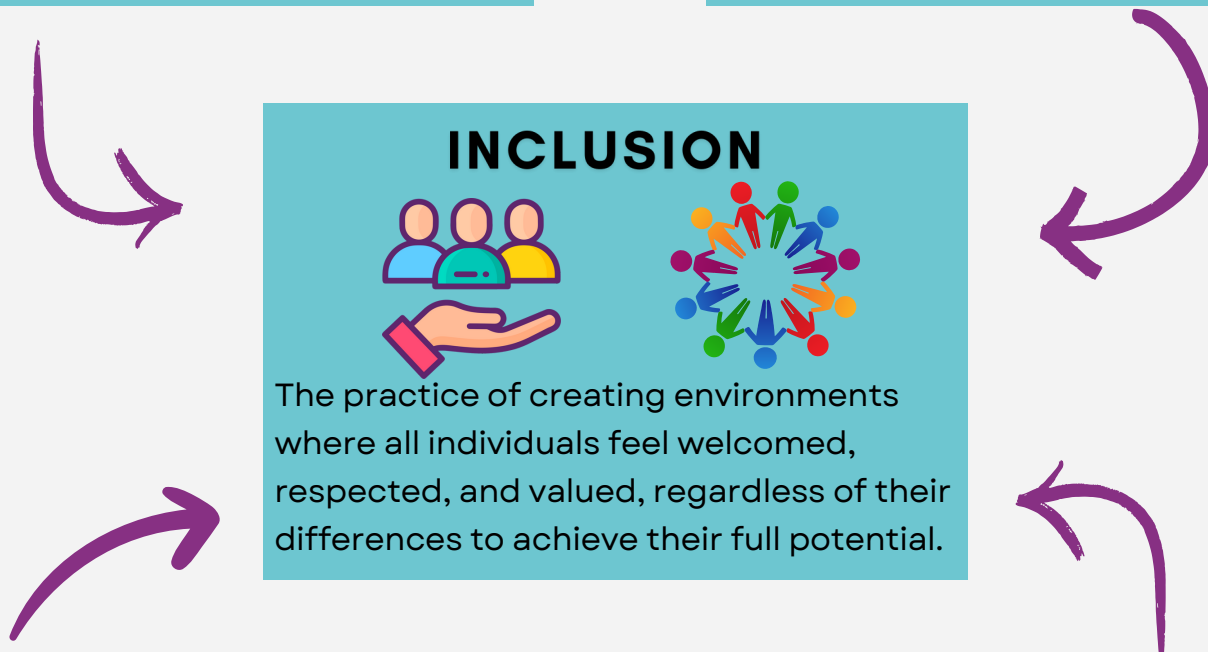


The fair and just distribution of opportunities; everyone has what they need to succeed, taking into account unique circumstances and barriers.

## INCLUSION



The practice of creating environments where all individuals feel welcomed, respected, and valued, regardless of their differences to achieve their full potential.



## ANTI-RACISM



The process of identifying and opposing racial discrimination by changing systems, organizational structures, policies, practices, and attitudes.

## ANTI-OPPRESSION



The effort to recognize and challenge unfair systems that discriminate against people based on characteristics such as race, gender, religion, education, age, class, ability, and sexual orientation, etc.