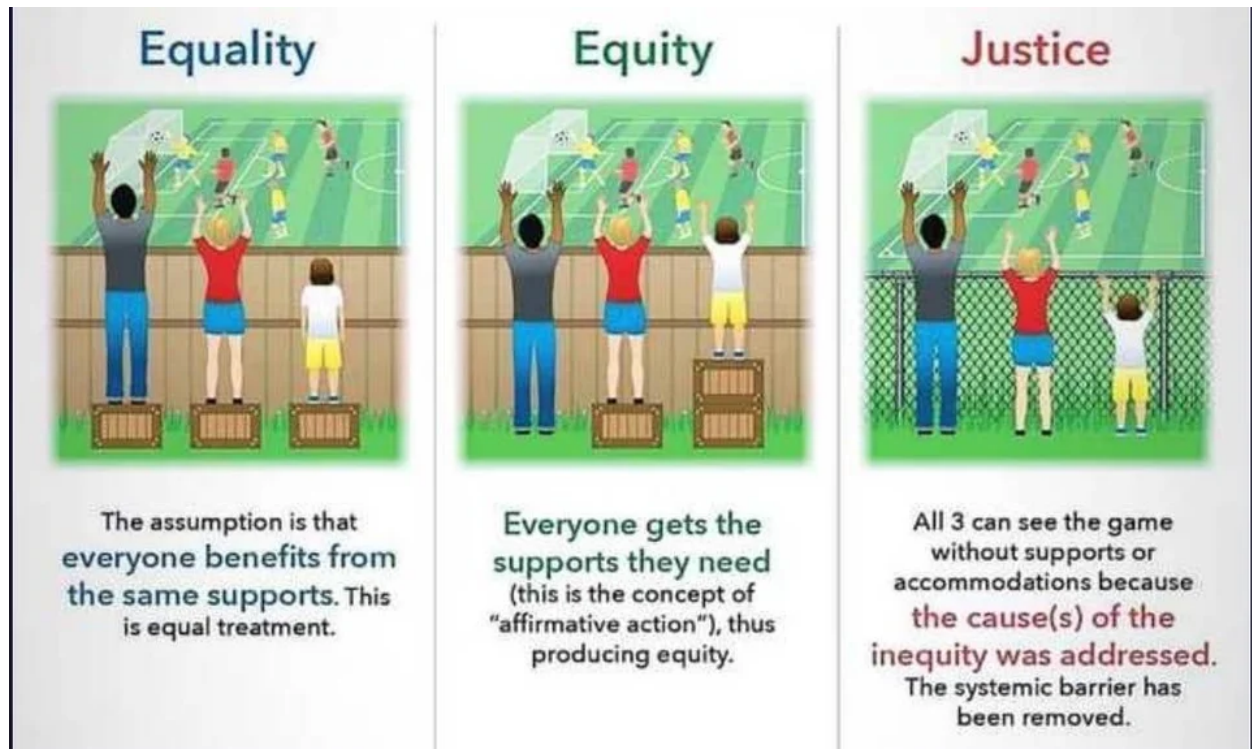


Diversity: Reflecting a range of backgrounds, including but not limited to ethnicity, sexuality, gender, socio-economic status, race, nationality, ability/disability, age, religion and other identities.

Equity: The term “equity” refers to fairness and justice in practices, policies and procedures and is distinguished from equality. The picture below illustrates this: Whereas equality means providing the same box to stand on to all, equity means recognizing that we do not all start from the same place and that we must acknowledge and make adjustments to imbalances.



Inclusion: Actively inviting people into a group and making sure all each one feels a sense of belonging, acceptance and support.