DIVERSITY & INCLUSION
VERSUS
JUSTICE & EQUITY

LANGUAGE OF APPEASEMENT

Adapted from the article "Colleges need a language shift, but not the one you think (essay)" by Dr. Dafina-Lazarus Stewart

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...

“Has everyone’s ideas been heard?”

JUSTICE Responds...

“Whose ideas won’t be taken as seriously because they aren’t in the majority?”
DIVERSITY ASKS...

“Who’s in the room?”

INCLUSION ASKS...

“Has everyone’s ideas been heard?”

DIVERSITY ASKS...

“How many more of [pick any minoritized identity] group do we have this year than last?”

INCLUSION ASKS...

“Is this environment safe for everyone to feel like they belong?”

EQUITY Responds...

“Who is trying to get in the room but can’t? Whose presence in the room is under constant threat of erasure?”

JUSTICE Responds...

“Whose ideas won’t be taken as seriously because they aren’t in the majority?”

EQUITY Responds...

“What conditions have we created that maintain certain groups as the perpetual majority here?”

JUSTICE Responds...

“Whose safety is being sacrificed and minimized to allow others to be comfortable maintaining dehumanizing views?”