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## INVITATION TO VIEW & EXPLORE EQUITY:

Greetings fellow humans. This is an invitation to consider the incredibly diverse ways of knowing across this sacred earth. Also differences in ways of communicating for how we acknowledge ourselves as parts of the human family. At SCBC we have embraced a few of the many ways.

We hope to talk about two of the many ways humans embrace self identity. SCBC worked with inclusivity in mind in developing the goals set out in our strategic plan ([Growing Into Balance](#)) which we invite you to read or engage with. Swan (SW EWKĒN from [SENĆOŦEN](#)) shares a reminding that every action and thought needs to contain grace, so with grace we invite you to consider the following:

- Diversity and equity includes an intercultural perspective. “Moving forward as an organization... (SCBC) .... recognize(s) that an attitude of humility in seeking out and incorporating diverse perspectives into our practice is required to become truly effective in our work to stabilize the climate and ... ecosystems.”
- Authentic Indigenous lens and voice needs to be invited into our place-based practices in education. For a learning environment (school district or classroom) this might look like inviting authentic voices from nations within which the learning is taking place.
- There are so many ways to acknowledge a human. In *english* the use of pronouns to recognize gender is expected and also the easy to pronounce given names. This is a complex landscape to navigate at times. (they/them, he/she, kQwa’st’not, Makwala, Aldoori, SW EWKĒN, mr., ms.)
- Please be kind to yourself and be brave; new skills, new culture, new process require practice to create ‘muscle memory’. This can look like remaining open to corrections and learning as this is likely to be uncomfortable at the beginning.

### Resources to explore:

Protocol & feast of information to answer your minds queries ([link](#) to indigenous lens)

Watch these 3 short videos <https://pronounsday.org/resources>

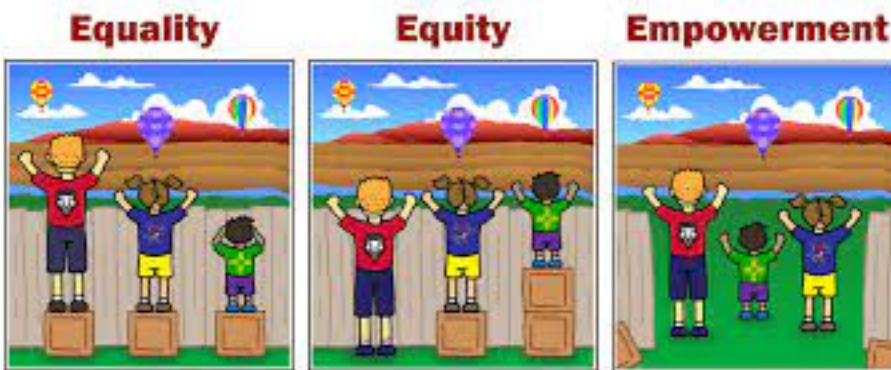
Preamble -- Some suggested definitions from JEDI board SCBC

**Diversity:** The differences among us based on which we experience systemic advantages or encounter systemic barriers in access to opportunities and resources. Race and ethnicity is not the only way in which we are diverse as a group. There are countless visible and invisible facets of diversity. Furthermore, a person cannot be “diverse” (as in “diverse candidate”). Diversity is the outcome of inclusion and equity efforts.

**Equity:** An approach based in fairness to ensuring everyone has access to the same opportunities and resources. In practice, it ensures everyone is given equal opportunity to thrive; this means that resources may be divided and shared unequally to make sure that each person can access an opportunity. Equity is therefore not the same thing as equality. Equity takes into account that people have different access to resources because of system of oppression and privilege. Equity seeks to balance that disparity

**Inclusion:** Celebrating, centering, and amplifying the perspectives, voices, values, and needs of people who experience systemic barriers, mistreatment, or disadvantages based on their identities in order to ensure they feel a sense of belonging. Inclusion is not merely tolerating or accommodating differences; it's about actively valuing and honoring it. Inclusion is also not about surmounting, overcoming, or transcending differences to focus on "our common humanity." Diversity is what we are, and inclusion is what we do.

**Justice:** Justice involves dismantling systems of oppression and privilege that create systemic disadvantages and barriers to people's ability to access resources and opportunities (e.g., the "isms") or based on which people experience systemic mistreatment. Whereas equity is about reapportioning or redistributing resources so people can access opportunities, justice is about dismantling barriers to those opportunities.



<https://www.cabq.gov/office-of-equity-inclusion/images/oei-graphic.jpeg>