

# DEFINITIONS TO ESTABLISH SHARED LANGUAGE

## DIVERSITY

Variety, difference, representation in a group by various facets of identity. This includes race, ethnicity, gender identity, physical & mental ability, age, size, sexual orientation, socioeconomic status, and all other facets of identity and background



## EQUITY

Providing access to opportunity relative to people's needs with consideration for historical and systemic barriers and privileges that cause oppression.

## INCLUSION

Actions taken to accept/celebrate/utilize the unique strengths and facets of identity so that all feel welcome, valued, and supported.



## BELONGING

Belonging is a feeling of security, support, and membership, enforced by a sense of acceptance and respect of one's identity.

## ACCESSIBILITY

The quality of giving equitable access to everyone to gain the benefits of a system or entity. Accessibility also encompasses the broader meanings of compliance and functionality.



**"DIVERSITY IS REALITY,  
INCLUSION IS CHOICE,  
AND EQUITY IS THE OUTCOME."**

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