**Commonly Conflated Diversity Terms**

**Diversity**

Individual differences (e.g., personality, prior knowledge, and life experiences) and group/social differences (AAC&U)

**Equity**

The creation of opportunities for historically underrepresented populations to have equal access to and participate in educational programs that are capable of closing the achievement gaps in student success and completion. (AAC&U)

**Inclusion**

The active, intentional, and ongoing engagement with diversity – in curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect – in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions. (AAC&U)

**Social Justice**

Both a process and a goal. A belief that all people have access to resources for sustaining a healthy existence. A vision of society in which the distributions of resources is equitable and all members are physically psychologically safe and secure (Adapted from Readings for Diversity and Social Justice).

AAC&U = Association of American Colleges and Universities