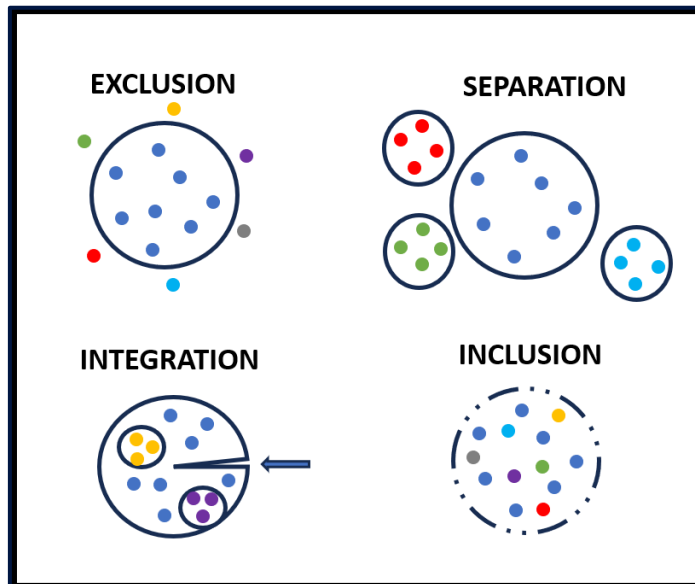


Diversity

The degree to which a range of people differ based on various demographic categories. This is often measured numerically.

Who's in the room? Who's not?

Who's at the decision-making table? Who's not?



Inclusion

The degree to which the variety of people feel valued, heard, and are involved in decision making, information and opportunity.

Evidence of Inclusion:

“Air Time” Shared Across Leadership
No Engagement Gaps Across Leaders

Equity

The degree to which the lives and life outcomes of all people (especially those who have been historically excluded) are measurably better.

What are the needs of our residents?

What data are we collecting and what does it tell us?

