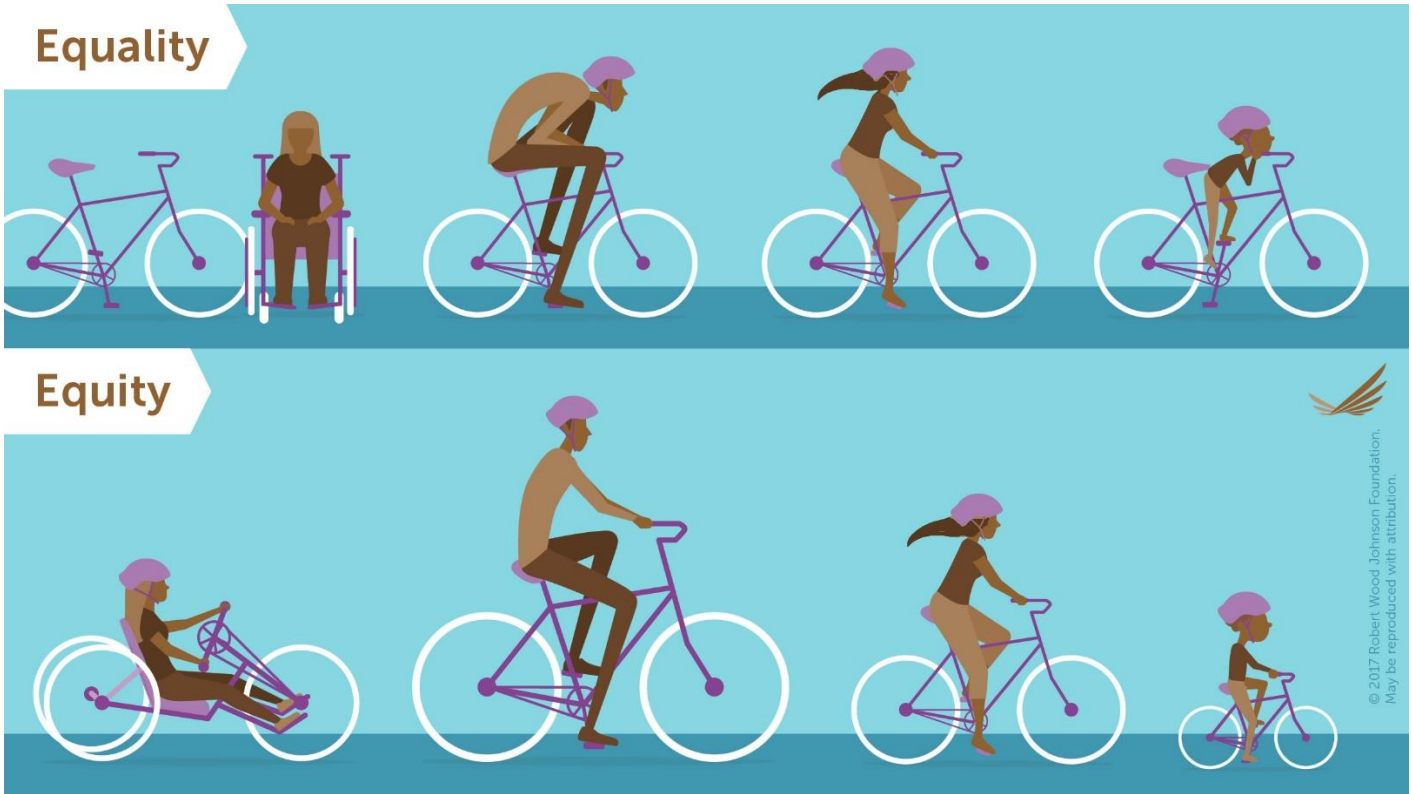


Definitions of Equity, Inclusion, Equality and Related Terms

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Equity

Equity is just and fair inclusion. An equitable society is one in which all can participate and prosper. The goals of equity must be to create conditions that allow all to reach their full potential. In short, equity creates a path from hope to change. [PolicyLink](#)

Definition of Equity by Urban Sustainability Directors Network (USDN) and Omowale Satterwhite:

- *Procedural equity* – inclusive, accessible, authentic engagement and representation in process to develop or implement programs or policies
- *Distributional Equity* – programs and policies result in fair distribution of benefits and burdens across all segments of a community, prioritizing those with highest need
- *Structural Equity* – decision-makers institutionalize accountability; decisions are made with recognition of historical, cultural and institutional dynamics and structures that have routinely advantaged privileged groups in society and resulted in chronic, cumulative disadvantage for subordinated groups.
- *Transgenerational Equity* – decisions consider generational impacts and don't result in unfair burdens on future generations. [Urban Sustainability Directors Network, Equity in Sustainability Report](#)
- *Transformational Equity* - "transformational equity" which, though implicit in the USDN definitions, is the distinct notion that communities (internally) have the indigenous capacity to govern and sustain themselves and that communities (externally) have voice, influence and agency in regional, state and/or national affairs. (Omowale Satterwhite)



Equality

Ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, what or whom they were born, what they believe, or whether they have a disability. Equality recognizes that historically, certain groups of people with particular characteristics (race, disability, sex and sexuality) have experienced discrimination. [Equality and Human Rights Commission](#)

Climate Gentrification

The effects of climate change (more flooding, damaging storms, wildfires etc.) causing wealthier residents in one area to relocate to historically lower-income communities who are not experiencing those climate related effects. This shift in demographics often result in an increase of property values which can displace current residents, likely low-income and/or people of color.

Climate Justice

Climate justice is the framing of climate change as an ethical and political issue, rather than purely environmental. It relates the effects of climate change to environmental justice and social justice and examines issues such as equality, human rights, collective rights and the historical responsibilities for climate change. A fundamental proposition of climate justice is that those who are least responsible for climate change suffer its gravest consequences. [Wikipedia](#)

Climate justice operates at the intersection of racial and social rights, environmental and economic justice. It focuses on the root causes of climate change, and calls for a transformation to a sustainable, community-led economy. [Grassroots International](#)

Equitable development

An approach to creating healthy, vibrant, communities of opportunity. Equitable outcomes come about when smart, intentional strategies are put in place to ensure that everyone can participate in and benefit from decisions that shape their neighborhoods and regions. [PolicyLink](#)

Energy Democracy

Energy democracy means that community residents are innovators, planners and decision-makers on how to use and create energy that is local and renewable. By making our energy solutions more democratic, we can make places environmentally healthier, reduce mounting energy costs so that families can take better care of their needs, and help stem the tide of climate change. [Center for Social Inclusion](#)

Environmental equity

Equal protection from environmental hazards for individuals, groups, or communities regardless of race, ethnicity, or economic status. This applies to the development, implantation, and enforcement of environmental laws, regulations and policies, and implies that no population of people should be forced to shoulder a disproportional share of negative environmental impacts of pollution or environmental hazard due to a lack of political or economic strength levels. [ALS Environmental](#)

Environmental equity focuses on making sure that communities of color not only have a clean environment, but also benefit from the economic opportunities made possible by environmental efforts. [The Greenlining Institute](#)

Environmental justice

Environmental justice embraces the principle that all people and communities have a right to equal protection and equal enforcement of environmental laws and regulations. [Dr. Robert Bullard](#)



Environmental justice reflects the fundamental reality that vulnerable communities are subject to disproportionate burden of pollution and contamination. [Natural Resources Defense Council](#)

Institutional racism

Policies, practices and procedures of institutions that have a disproportionately negative effect on racial minorities' access to quality of goods, services and opportunities. [Environmental Justice Network](#)

Inclusion

Authentically bringing traditionally excluded individual and/or groups into processes, activities and decision/policy making in a way that shares power. [Racial Equity Tools](#)

Meaningful involvement

(1) People have an opportunity to participate in decisions about activities that may affect their environment and/or health; (2) The public's contribution can influence the regulatory agency's decision; (3) Their concerns will be considered in the decision making process; and (4) The decision makers seek out and facilitate the involvement of those potentially affected. [Environmental Protection Agency](#)

People of Color

Often the preferred collective term for referring to non-White racial groups, rather than "minorities." Racial justice advocates have been using the term "people of color" (not to be confused with the pejorative "colored people") since the late 1970s as an inclusive and unifying frame across different racial groups that are not White, to address racial inequities. While "people of color" can be a politically useful term, and describes people with their own attributes (as opposed to what they are not, eg: "non-White"), it is also important whenever possible to identify people through their own racial/ethnic group, as each has its own distinct experience and meaning and may be more appropriate. [Race Forward](#)

Racial equity

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them. [Racial Equity Tools](#)

Racial justice

The systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice—or racial equity—goes beyond "anti-racism." It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures. [Race Forward](#)

Social justice

Social justice includes a vision of a society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole. [National Education Association](#)

Systemic racism

The basis of individual and institutional racism; it is the value system that is embedded in a society that supports and allows discrimination. [Environmental Justice Network](#)