



ANIMAL AID PDX

OUR DEIA SHARED LANGUAGE

DIVERSITY | EQUITY | INCLUSION | ACCESS

DIVERSITY

- Meaningful incorporation of multiple populations reflecting a diverse range of ethnic and sociological perspectives, with special attention to groups that have been traditionally left out of the conversation/decision-making process
- Embracing a variety of opinions, experiences, characteristics, and feelings
- Evaluating personal biases before making a decision

EQUITY

- Fair distribution of opportunity and benefits that takes into account historic and current disenfranchisement of traditionally marginalized groups
- Meeting individuals where they are and granting access and resources based on individual circumstance, not what is “standard” (i.e., not one-size-fits-all)

INCLUSION

- Feeling safe to be a part of a group, feeling valued in that group, and being able to share your voice
- Considering, respecting, and valuing all points of view; reaching out to underrepresented communities for their perspectives and participation; and ensuring people who have been historically left out of decision-making feel welcome at the table

ACCESS

- Removal of barriers (physical, emotional, personal, historical, etc.) and/or the creation of accommodations to engage with information, opportunities, discussions, decision making, and other access points, regardless of identity
- Ability to join in without fear of cost or prejudice