

Glossary of Equity Terms

Bend-La Pine Schools

Diversity means honoring and including people of different backgrounds, identities, and experiences collectively and as individuals. These differences are strengths that maximize success through innovation and adaptability.

Equity acknowledges that not all people, or all communities, are starting from the same place due to historic and current systems of power and privilege. Equity is the approach of providing different levels of support based on an individual's or group's different needs, in order to achieve fairness in access and outcomes and to reduce the predictability of who succeeds and who struggles in our schools.

Inclusion is a state of belonging when people of different backgrounds, experiences, skills, and identities are valued, integrated, and supported equitably as decision-makers, collaborators, and partners, and feel a sense of dignity and belonging in the organization.

Underserved/underrepresented refers to communities, groups, families, and students that the educational system has historically and currently excluded, impacted, marginalized, and/or limited full participation and access due to institutionalized systems of power and privilege. This includes students of color, tribal students, English language learners, LGBTQ2SIA+ students, students experiencing and surviving poverty and homelessness, students with disabilities, women/girls, and students from rural communities.

Discrimination is any act that unreasonably differentiates treatment, intended or unintended, or any act that is fair in form but discriminatory in operation, either of which is based on status as a member of a protected class.

Racism is the conscious or unconscious, intentional or unintentional, enactment of racial power by an individual or group against another individual or group perceived to have lower racial status.

Anti-Racism refers to the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.

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